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COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS

1911

PART III OF THE FORTY-SECOND ANNUAL REPORT ON THE
STATISTICS OF LABOR



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The Commonwealth of Massachusetts

15
COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS

1911

By

THE DIRECTOR OF THE BUREAU OF STATISTICS



BOSTON

WRIGHT & POTTER PRINTING CO.

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COLLECTIVE AGREEMENTS

BETWEEN

EMPLOYERS AND LABOR ORGANIZATIONS.

INTRODUCTION.

Within recent years a considerable and increasing interest has been manifested in the various methods that have been proposed or adopted in the hope of reducing the number of industrial disputes to a minimum. Numerous laws providing for arbitration of disputes between employers and employees have been enacted.¹ These legislative enactments in certain countries, notably Australia and New Zealand, provide for compulsory arbitration; in other countries, as in the American States, they provide merely the machinery for voluntary arbitration, while in Canada and the Transvaal acts have been passed providing for the cessation of hostilities for a period of thirty days during which period a thorough investigation of the matters in dispute must be made and the real facts in the case made public.² There is, besides these governmental systems of conciliation and arbitration, a movement within the several industries or trades themselves known as "collective bargaining." The written statement of the results of this form of direct and voluntary negotiation between employers and organizations of employees is known as a "collective agreement,"³ and it is principally to agreements of this character

¹ The Fourth Abstract of Foreign Labour Statistics [Cd 5415 pp. xxxix-xlv and 269-278] issued by the Labour Department of the British Board of Trade in 1911 contains a description of the main features of laws enacted in France, Belgium, Germany, Holland, Italy, Switzerland, Denmark, Sweden, and the United States providing for arbitration and conciliation by official Boards or Commissions and also contains statistics relative to the operation of these laws. The principal portions of the text are reprinted in The Board of Trade Labour Gazette, for March, 1911, pages 82-84.

² For a description of the Canadian Industrial Disputes Investigation Act and its operation see Bulletins of the United States Bureau of Labor No. 76 (May, 1908), No. 86 (Jan., 1910), and No. 98 (Jan., 1912).

³ This term is used as synonymous with the familiar terms "joint agreements," "trade agreements," "industrial agreements," and "labor contracts."

that attention will be directed in this report. The findings or awards following the *compulsory* arbitration of industrial disputes are not strictly in the nature of collective agreements inasmuch as both parties to a dispute in question must abide by the terms of the award or be liable to penalty for violation of such terms. The awards handed down by governmental arbitration boards to whom industrial controversies have been *voluntarily* referred by the parties thereto, as in the case of the awards by the State Board of Conciliation and Arbitration in Massachusetts,¹ are properly to be considered as collective agreements in so far as they are mutually acceptable to both parties to the dispute.

There are numerous kinds of collective agreements some of which are distinct departures from the simplest form of collective agreement, that is, an agreement between a single employer or local group of employers and a local group of well organized employees where the strength of the two parties is fairly well balanced so that neither side can *impose* conditions upon the other. Such agreements which receive the approval of both parties without coercion are therefore contracts in the true sense of the word. Where the strength of one party far exceeds that of the other owing to weakness of organization there can be no collective agreement, properly so-called; they are merely formal dictations of the terms of a temporary truce, and while there may be no outward manifestation of conflict there can be no really peaceful relations between employers and employed nor assurance that an outbreak may not result at any time. Examples of these so-called "agreements" are the "shop notices" in many establishments, which state the terms of employment therein, the "contracts" which individual employees may be required to sign on accepting employment, and the district council notices sent out to employers in a definite locality stating the wage scale that the council desires to become operative on a specified date. None of these forms have been included among the agreements considered in this report notwithstanding the fact that they have been frequently submitted as agreements by the local organizations reporting to the Bureau.

The importance of collective agreements as instruments for the securing of peaceful relations between capital and labor is usually

¹ For a statement with reference to the awards by the State Board of Arbitration, see Appendix III on pages 307, 308.

underestimated for the reason that public attention is ordinarily not directed to those differences between employer and employees which do not culminate in open conflict of the nature of a strike, lockout, or boycott, but which are settled by direct negotiations between the two parties, and frequently without the intervention of any third party. The hope that eventually all labor disputes might be settled through the submission of differences to a third disinterested party, — that is, through arbitration — cannot in many instances be realized because of the indisposition of one or the other of the disputants to so refer the points at issue. Under such circumstances a peaceful settlement can be secured only through direct negotiations, and this implies organization on the part of employers and employees with the appointment of representatives authorized to accept or reject proposed terms of settlement. The collective agreement in its purest form is therefore the final statement of the terms of settlement arrived at as a result of the direct negotiations between employers and employees, — the direct result of collective bargaining between those desiring to purchase and those desiring to sell labor power.

One of the best indications of the importance of collective bargaining, conciliation, and arbitration in Massachusetts is found in the statistics of the methods by which changes in wages and hours of labor are brought about.¹ The proportion of such changes made without recourse to strikes or lockouts is the best index we have of the success of these agencies in preserving industrial peace. Thus of the 569,430 employees² whose remuneration was increased or whose working time was reduced during the four-year period, 1907–1910, 210,455 received these improved conditions at the request of employees and of this number 92.4 per cent were granted such without strike and 7.6 per cent after strike; 83.7 per cent with the aid of labor organizations and 16.3 per cent without such aid; 94 per cent by direct negotiations with employers; and six per cent by arbitration.

As indicative of a new conception of the relationship between the employers and employees and as hopeful of a new attitude to be observed by these two parties may be cited a clause from the “State-

¹ See Fourth Annual Report on Changes in Rates of Wages and Hours of Labor in 1910 published by this Bureau in Labor Bulletin No. 86, Dec. 1, 1911. The report also contains comparative statistics for the years 1907 to 1909.

² Counting individuals as often as their wages were increased or their hours reduced.

ment of Purpose" adopted by the Conference for Industrial Peace which was organized under the auspices of the National Civic Federation in New York City in December, 1901.

That mutual agreements as to conditions under which labor shall be performed should be encouraged and that when agreements are made the terms thereof should be faithfully adhered to both in letter and spirit by both parties.

In the United States collective agreements do not appear to be as generally in vogue as in the older countries as, for example, in the United Kingdom, where the supply of labor is more frequently in excess of the demand than in this country and where organization of employees is more necessary in order to keep up the standard of wages. In official publications, and indeed in economic literature, very little has been published with reference to collective agreements adopted in the United States, and, with the exception of material relative to agreements in New York State published annually by the New York Department of Labor, such information is usually not of recent date and is therefore unrepresentative of certain occupations in which agreements are important factors at the present time. The following statement¹ relative to "Joint Trade and Industrial Agreements" is descriptive of the work of collection and publication of agreements performed by the Department of Labor in the State of New York:

The Department of Labor has for several years made a point of collecting trade agreements entered into by employers and employees of this State, in order to have available such important information as they contain respecting wages, hours and other working conditions in New York industries. The agreements are collected through co-operation between the Bureau of Mediation and Arbitration and the Bureau of Labor Statistics and are filed by the former Bureau and printed in its annual report for public information, as far as is practicable. . . .

In the New York report for 1910 about 570 pages were devoted to a reprint of the text of the whole or of portions of the more important agreements entered into during the year ending September 30, 1910. This material does not include many agreements of

¹ Annual report of the Bureau of Mediation and Arbitration of the New York State Department of Labor, 1910, page 577.

preceding years, also in force during some part of the year specified, nor many other agreements, including certain railroad agreements and numerous piece price-lists in other occupations which are subject to minor revisions from year to year.

Aside from this important annual contribution to the subject, there appear to be no publications, official or unofficial, covering comprehensively the full range of collective agreements now in effect in the United States, or in any single State in this country. However, in Vol. XVII of the Reports of the United States Industrial Commission, issued in 1901, two chapters comprising about 100 pages are devoted to a description of a number of national, district, and local agreements in effect at that time, and the descriptive matter there given, with some modification, would hold true of such agreements at the present time.

It is not within the province of this Bureau to attempt to compile information relative to collective agreements outside of the Commonwealth except in so far as certain representative agreements negotiated by National or International unions may be operative within this State or may be illustrative of the various forms of agreements to which attention may well be directed. In a measure this present report is an attempt to present a review of the subject of collective agreements in Massachusetts following somewhat the same methods as those adopted by the Labour Department of the British Board of Trade for the United Kingdom¹ in 1910 and by the German Imperial Labor Department² in 1906.

In those reports an endeavor was made to present a general description of the agreements in effect in the respective countries at the time of making the report, and to cite examples of the more important agreements in the several industries, the full text or selected portions of the text of the various agreements being reprinted. In this manner the foundation was laid for an annual presentation of the subject, it being necessary each succeeding year to present only supplementary reports containing description of and selections from the text of new

¹ See "Report on Collective Agreements between Employers and Workpeople in the United Kingdom" [Cd. 5366], published in 1910 by the Labour Department of the British Board of Trade. An extract from the British Report appears in Appendix II of this (Massachusetts) Report on page 305, *post*.

² A report on collective agreements in Germany (*Der Tarifvertrag in Deutschen Reiche*) was issued by the Imperial Labor Department in 1906 and supplementary reports have since been issued. For a statement relative to the matter on this subject published by the Imperial Labor Department, see Appendix II of this (Massachusetts) report on page 302, *post*.

agreements, particularly of such new agreements as might contain some new provision not formerly adopted.

Following the precedent already established by the British and by the German Labor Departments and by the New York Department of Labor, we have endeavored in the present report to cover in a comprehensive way the subject matter of the agreements in effect in Massachusetts at the close of the year 1911.¹

Following are some of the principal statistical facts shown in this report:

Total number of local trade unions in Massachusetts, ...	1,282
Total number of local trade unions answering inquiries, ...	1,226
Number of unions having signed agreements with one or more employers, ...	530
Number of unions having verbally accepted agreements with one or more employers, ...	42
Number of unions reporting no agreements with employers, ...	654
Aggregate membership of the 1,282 local trade unions in Massachusetts, ...	191,038
Aggregate membership of the 1,226 local trade unions answering inquiries, ...	185,414
Membership of unions having signed agreements with one or more employers in jurisdiction, ...	105,478
Membership of unions having verbally accepted agreements with one or more employers in jurisdiction, ...	7,761
Membership of unions reporting no agreements with employers in jurisdiction, ...	72,175
Number of unions reporting agreements signed with <i>all</i> firms in jurisdiction, ...	259
Membership of 259 unions reporting agreements signed with <i>all</i> firms in jurisdiction, ...	42,398

A syllabus of the introductory portion of this report is given below, the statistical tables dealing with details appear on pages 278-296 and a specimen of the form used in the collection of these statistics is shown on page 318.

¹ Owing to the delay in publishing this report, which refers in general to conditions as existing at the close of 1911, the Bureau has found it advisable in several instances to supply information of a later date, where certain former agreements have been superseded by later agreements in 1912.

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I.

SCOPE AND METHOD OF THE REPORT.

In preparing its reports on "Labor Organizations" for the years 1908, 1909, and 1910, this Bureau has included in its annual schedules, sent to each local labor organization in the Commonwealth, certain inquiries with reference to the prevalence and character of the agreements between these organizations and the local employers or associations of employers. Each organization was also requested to send a copy of its latest agreement, and in many instances such copies were received and found very useful in the verification of the returns. The returns in answer to these inquiries indicated that during each of the three years approximately one-half of the organizations reporting were accustomed to have an agreement of some character with their employers.

In preparing the present report the scope of the investigation was extended and several additional inquiries relative to agreements were added to the schedule ¹ sent out at the close of the year to each local labor organization known to be in existence in Massachusetts at that time. The inquiries on this schedule had reference to the method of negotiation with employers in securing the adoption of the agreement — where such existed, the number of firms within the jurisdiction of the local organizations which had signed this agreement, the number of firms which had verbally accepted it, the number of firms employing persons eligible to join the union in question which had not signed the existing agreement, the date on which the agreement went into effect, the date on which it would expire, and certain other inquiries with reference to the subject under consideration. It has not proved practicable to tabulate all of the data obtained in answer to these inquiries, but tables ² have been prepared which show by occupations and by localities the number and membership of organizations which reported having agreements signed by employers, the proportion of firms signing such agreements, the number and membership of unions having agreements which were verbally accepted by employers, and the number and membership of unions which reported

¹ See specimen form on page 318, *post*.

² See Tables I, II, and III on pages 278 to 282, *post*.

having no agreements (signed or verbal) with employers. A further table has been prepared in which are listed, by occupations and localities, all agreements which were known to be in effect in 1911, together with the dates on which these agreements took effect and the dates on which they would expire, and, in so far as the information was available, the subject matter of the respective agreements.¹ An analysis of the more important data appearing in these tables is presented on pages 160 to 175.

¹ See Table IV on pages 283 to 296, *post*.

II.

THE SUBJECT MATTER OF COLLECTIVE AGREEMENTS.

1. INTRODUCTORY.

The subjects dealt with in collective agreements are numerous and varied in character. The principal provisions have reference to wages and hours of labor, but many agreements, particularly those negotiated by boot and shoe workers with their employers, contain a clause with reference to arbitration. Among other subjects considered are apprentices, closed shop, and union label, and within recent years it has become the practice among certain organizations to insert also clauses with reference to shop conditions. These various subjects will be discussed briefly in succeeding pages. In Table IV on pages 283 to 296 the subject matter of the respective agreements there listed is indicated by abbreviations appearing in the last column of the Table, the meaning of these abbreviations being explained in the note at the top of the Table.

2. WAGES.

In most of the industries payment for service is based on time employed, but the payment of compensation based on the amount of work performed and known as piece-wages or piece-prices is by no means uncommon. In the payment of time-wages ordinarily no reference is made to the definite amount of work which shall be performed in the time specified. The usual basis of payment is by the hour, day, or week, and occasionally by the month. The payment of piece-wages, on the other hand, usually has no reference to the time in which a specified amount of work shall be performed. Occasionally there exists a combination of the time and piece-rate payment, and in such cases a minimum payment is made for a definite amount of work to be performed within a specified time and an additional compensation is paid for the performance of work in excess of the amount specified.

In certain rather rare instances arrangement is made by the employer to pay a piece-price rate to a group of employees to be divided among them in fixed proportions or to pay a lump sum for the performance of a specified amount of work to a leader of a group of workmen, virtually a sub-contractor, who himself makes payment

on a piece-rate basis to his fellow employees, retaining the balance remaining as his own remuneration. With reference to price lists it may be said in this connection that many of the important price lists which actually are in effect and which have been considered in this report as virtually signed agreements have not *actually* received the signature of both parties; thus in the case of certain price lists printed and circulated by cigarmakers' unions, these price lists have not actually been signed by the employers, but not infrequently they may be found posted in the establishments, having been approved by the employers who in turn are granted the use of the union label on condition that the prices specified shall be paid to their employees. In certain instances the piece-price lists by no means enumerate all of the varieties of work performed in the establishment in which the price list is in effect. In such cases it is customary to define a "standard" article or process, and additional allowances and deductions in prices are made in accordance with variations from this standard. Thus many of the boot and shoe price lists specify certain standard prices, and usually in negotiating any change in rates the standard price list alone is considered. In other cases no consideration of the standard price is necessary, it being sufficient to provide merely for variations from the standard as the result of the introduction of new styles of shoes.

A method of providing for changes in wages which would work automatically is known as the sliding scale, an arrangement under which the wage-rates paid to employees are based on the selling price of a specified product or the cost of raw material or the combination of both elements in the cost of manufacture. This method of providing automatically for changes in wages, while still operative in certain industries, particularly in the United Kingdom, is hardly as prevalent as it was some years ago, and in Massachusetts it is practically non-existent at the present time. In the textile industry in Fall River this method was in operation from October, 1905, to May, 1910, when an attempt was made to amend the agreement which had become inoperative owing to the fact that the mill owners had waived their right to reduce wages under that agreement in 1908 and again in 1909.¹ This sliding scale was an automatic arrangement

¹ An account of the origin and operation of the sliding scale system of regulating wages may be found in our Labor Bulletins No. 41, May, 1906, pp. 192-196; No. 51, July-August, 1907, pp. 27-33; No. 52, September, 1907, pp. 98-103; and No. 60, June-July, 1908, pp. 263-266, 288, and in the 39th and 40th Annual Reports on the Statistics of Labor, 1908 and 1909, on pp. 259-267 and 44-47 respectively; and in Labor Bulletin No. 86, December 1, 1911, pp. 13-15.

for the regulation of rates of wages by which the operatives would receive wages based on the minimum rate of 18 cents and a maximum rate of 23.96 cents a cut for weaving print cloth and also additional wage premiums to be calculated upon the margin between the market price of the raw material and that of the finished goods.

In certain agreements provision is made for additional payments for overtime and for night work. These subjects will be considered in the paragraphs following relating to hours of labor.

3. HOURS OF LABOR.

Where payment for work is on the time-rate basis it is usually customary in agreements to state the number of hours of work to be performed each day, and where the employer desires to continue the work beyond such specified number of hours it is frequently provided in the agreement that a time-rate of wages higher than the ordinary rate shall be paid for overtime, the rate usually being expressed as a specified fraction of the rate of pay for work done in normal hours, thus as "time and a quarter," "time and one-half," or "double time." Occasionally the first hour or two of overtime is paid for at the ordinary rate and the higher rate for overtime does not become effective until after a certain number of hours have been worked. Work performed on Sundays or on holidays is generally paid for as overtime, in some cases as time and a quarter or time and one-half, but more frequently as double time, it being the intent in most cases to discourage the employment of workmen on these days. Where piece-price wages are paid the payment of additional remuneration for work performed after the close of the regular working day is by no means uncommon.

In addition to the payment of extra wages for overtime it is frequently provided in the agreements that a higher rate of remuneration shall be paid to people employed by night than is paid those employed by day. Usually, however, the additional payment is not as large as the additional payment for overtime, for the reason that those on night shifts are usually not employed during the day and the night work is therefore not in the nature of overtime work. In some instances those employed on "night-shift" work for a less number of hours per day but receive the same daily rate of wage as those on "day-shift."

Not only is it customary to provide for the payment of extra compensation for overtime and night work, but frequently it is provided in agreements that overtime work shall be restricted, usually in the interest of the unemployed workmen, it being considered by organized workmen as preferable to provide work that might otherwise necessarily be done as overtime for their fellow members who would not be employed at all, and also to avoid an excessive strain on men called upon to work continuously during a period of unreasonable duration.

4. ARBITRATION.

A method of providing for the adjustment of wages, hours, and other conditions of labor which is coming more and more into general use is that of voluntary arbitration. Many of the agreements now in effect in Massachusetts, while specifying rates of wages, hours of labor, and other conditions to be effective for a definite period of time, add clauses providing, in some cases, for a reference of those matters which may be subject to controversy even prior to the termination of an agreement, to the State Board of Conciliation and Arbitration or to some other agency or to an individual empowered to render an award binding upon both parties in such respects as may previously have been determined upon in the notice of reference. In other cases the arbitration provision relates merely to the renewal of the agreement at the time of its expiration or to certain particulars in the existing agreement which might at the expiration of the agreement be a subject of dispute. As illustrative of the arbitration agreement may be cited that of the Boot and Shoe Workers' Union which is discussed later in this Report and a copy of which appears on pages 182-184. The provision in agreements for reference of local disputes to a local board is also not uncommon.

Occasionally (as in the case of the bakers' local agreement in Boston) provision is made for the reference of all difficulties arising between employers and employees to a committee consisting of direct representatives of each party concerned, and in their failure to adjust any point in dispute such matter is referred to the State Board whose decision shall be final, and pending such decision no strike or lockout shall be permitted. This reference to a joint committee is in the nature of conciliation in that it provides for the settlement of controversies in so far as possible without recourse to any outside agency.

5. APPRENTICES.

The restriction on the employment of young persons is provided for in many of the collective agreements between employers and employees, the agreements stipulating ordinarily that not more than a specified proportion of workpeople under a certain age shall be employed, and it is usually further provided that such young persons shall serve as regular apprentices for a specified number of years before they shall be considered as journeymen. This restriction of apprenticeship is more common where the time-rate of payment is in effect than where the basis of payment is by piece-rates.

6. CLOSED SHOP.

Only in those occupations and localities in which the workmen are well organized will there ordinarily be found "closed shops," that is, shops in which only organized workmen are employed. The inclusion in an agreement of a clause providing that only union men shall be employed implies a strong organization of employees in that locality, and the agreement itself, while actually signed by the employer, is frequently signed by him with some constraint, and to that extent it is not in the true sense of the word a voluntary agreement, although for purposes of this report it has been so considered.

7. UNION LABEL.

Frequently manufacturers enter into agreements with the employees providing for the payment of union rates of wages and for the observance of other union conditions of employment in return for the privilege of using on their product the union label of the organization with which their employees are connected. Thus many of the boot and shoe manufacturers in Massachusetts have signed agreements with their employees and in return have been furnished with a union stamp which may be used on the product of their establishments during a period specified in the agreement, on condition that the provisions of the agreement are strictly observed. The stamp is the property of the union and may be withdrawn should the employer violate any of the provisions of the agreement. Likewise the garment workers' union has two labels, one to be used on ready-made clothing, the other on special order clothing, which labels are furnished by the local unions of garment workers to employers who agree to pay certain rates of wages and to observe certain union con-

ditions in their establishments.¹ Another important instance of the union label is that of the cigarmakers' union which the manufacturers are entitled to use on their products conditioned upon the payment of designated piece-price rates and their observance of certain rules designated by the organizations. The bakers' unions also issue labels usually sold at a minimum charge to employers who have signed an agreement providing for the exclusive employment of members of their organization and for the observance of certain union rules in their establishments, and it is provided that each loaf of bread shall bear the union label before leaving the shop. Further, on payment of a prescribed fee the employer may enjoy the privilege of adding an advertisement to accompany the label, calling attention not only to the fact that this product bears the label, but also including, if he so desires, other statements with reference to the product. The labels of the typographical union and of other unions in the printing trades and the allied printing trades council label will be discussed later in this report (see under Printing Trades, pages 141 to 146).

In the nature of labels may be mentioned also the shop cards issued by the organizations of barbers, bartenders, meat cutters, and others, to be displayed in the establishments in which they work as an indication to the public that the employer has agreed to observe certain union conditions of employment desired by the members of these respective organizations.

It is the practice of some unions to issue to members a certificate, card, or button indicating that the bearer is a member in good and regular standing of the union mentioned thereon. In certain agreements with employers it is provided that the employees may be asked to show to an authorized representative of the union such certificate, card, or button as evidence that the employees are members of the union in good standing. The union button worn by union members (as for example by the bartenders, teamsters, street railway employees, and others) is also an indication to the public that such employees are union men. These evidences of membership are not, however, in any sense collective agreements with employers, although the privilege of exhibiting them while on duty may be expressed or implied in agreements with employers.

¹ The presence of the garment workers' label on goods is also an indication that such goods were not produced by contract labor. Likewise the stamp of the Broom and Whisk Makers Union indicates that the product was not manufactured by contract labor.

8. SANITARY CONDITIONS.

Within recent years certain organizations, as for example the bakers and more recently still the garment workers, have added to their agreements provisions relating to sanitary conditions in the establishments in which they work. Thus one of the conditions upon which the label of the Bakery and Confectionery Workers' International Union is granted to the proprietors of bakeries is that the shops shall be kept sanitary and clean. This regulation of sanitary conditions in establishments through the instrumentality of the employees themselves has perhaps been carried to the furthest extent by the garment workers in New York City. With reference to the system adopted we may quote the following paragraph:

The settlement of the great strike of the New York Garment Workers in 1910 and the relations between employers and employees thereby established constitute one of the most hopeful chapters in American industrial history. An important trade, involving nearly 1,500 separate concerns, employing about 60,000 operatives, was paralyzed by industrial war. Patient, open-minded, intelligent consideration of the conditions of the trade by representatives of capital and labor in joint conference, led, not merely to the resumption of business, but to securing industrial peace. This happy result was obtained not by "splitting" differences, but by constructive measures designed to remove grievances. Neither party compromised a principle nor conceded an unjust demand. Both parties recognized that means and methods for improving the difficult relation of employer and employee were proper subjects for study, for invention, and for experiment. Courageously they adopted new devices, the "Preferential Union Shop," and a "Joint Board of Sanitary Control." They developed an effective system for investigating and adjusting grievances; and by sympathetic painstaking, and able consideration of the practical difficulties arising from day to day in the introduction of a new system, the large-minded representatives of employers and employees overcame adverse conditions and achieved success in an incredibly short time.¹

In order to establish standards of sanitation the Joint Board of Sanitary Control provides for the study and investigation of shop conditions in the trade, and having determined upon a standard the Board endeavors to secure an improvement in the sanitary condition in those shops which are not up to the standard established by the Board. Where the sanitary standards are conformed to, sanitary

¹ See First Annual Report of the Joint Board of Sanitary Control in the Cloak, Suit, and Skirt Industry of Greater New York, October, 1911, "Foreword" by Louis D. Brandeis.

certificates are granted to the proprietors in recognition of their willingness to comply with the recommendations of the Board. The sanitary certificate reads as follows:

No.....
SANITARY CERTIFICATE of the JOINT BOARD OF SANITARY CONTROL in the CLOAK, SUIT & SKIRT INDUSTRY OF NEW YORK (Under the Protocol of September 2, 1910)
This is to certify that the shop of Located at.....Floor.....Borough of..... has been inspected and found to conform with the SANITARY STANDARDS OF THIS BOARD This certificate is good only for six months from date of issue and is revocable by the Board for cause. (SEAL)

Notable success has been achieved in improving the sanitary conditions of employment in this industry, and it is believed that following the methods adopted in the cloak and suit industry in New York City leaders in kindred industries will find it possible to establish more healthful conditions in the several establishments and a more peaceful relationship between employers and employees.¹

Certain other provisions in the nature of sanitary regulation through agreement may be mentioned. The local agreements of the pants makers union sometimes provide that workshops shall be sanitary and that the machines used by operators and pressmen shall be run by mechanical power. The local agreements negotiated by the granite cutters frequently provide: That suction or blower machines for carrying off stone dust shall be installed; that hand surfacing machines weighing not over seven pounds shall be used, and then only when plenty of water is used to keep down the dust; that surfacing sheds shall be so situated that as little dust as possible may reach the workmen; that granite saws shall not be used in the compartments

¹ Following a strike of fur workers in New York City (the largest fur manufacturing city in the world) which was terminated September 8, 1912, an agreement was entered into providing for the regulation of wages, hours of labor, and overtime, and a Joint Board of Sanitary Control was established similar to that in the garment trades.

where cutters are working; that suitable sheds shall be provided for cutters for shelter from sun, rain, or snow. In their agreements with navigation companies, marine cooks and seamen have inserted clauses providing that their living quarters on board ship, usually the fore-castle, shall be kept sanitary and clean.

9. METHOD OF RENEWAL.

An important provision in many of the agreements looking toward a continuation of the agreement beyond the time stated in the existing agreement where a definite date of termination is given is that specifying the method of renewal. Thus provision is often made that shortly prior to the termination of the agreements, as in the case of agreements negotiated by the International Typographical Union, a joint committee representing employers and employees shall be appointed to confer together with reference to the terms of a new agreement to become effective on the expiration of the agreement soon to expire. In other cases it is provided that an existing agreement shall remain in effect indefinitely unless one party thereto desires to terminate the agreement, in which case a prior notice usually of 30, 60, or 90 days is given. Similar provision is also made for the renewal of the same agreement without change or with modifications in certain particulars.

Not infrequently it is provided that an agreement may continue in effect from year to year, subject to modification only on specified dates. In other cases an agreement is signed covering for a definite period the more important points which might be subject to controversy, and provision is made for the consideration of minor points from time to time either directly by the two parties concerned or by some board or committee of arbitration to whom, by the terms of the agreement, the matter shall be referred.

10. OTHER SUBJECTS.

Occasionally provisions are included in agreements providing for the number of men to be employed on a particular line of work or providing for specified classes of workpeople to be employed in the carrying out of a definite piece of work; thus it is sometimes specified that a certain number of people shall be employed in the operation of a particular machine. Provisions are also added in some instances

providing for the distribution of work in slack times, as in the tailoring trade where, owing to seasonal fluctuations in the industry, a large number would be unemployed for long periods of time were it not provided that the available supply of work should be divided fairly among all employees so that none would be entirely without work. In still other cases, particularly where there is an overlapping in the jurisdiction of several unions, the agreement between one organization and the employers of its members may provide for careful specification as to the class of work upon which the members shall be employed, thereby avoiding the possibility of an employer being affected by a disagreement between two organizations claiming jurisdiction over the same line of work. There are indeed other provisions not described in any of the classes above enumerated which appear in some agreements, but the above classification includes practically all of the more common provisions.

III.

NATIONAL AND DISTRICT SYSTEMS OF COLLECTIVE
BARGAINING IN THE UNITED STATES.¹

1. INTRODUCTORY.

Of the various kinds of agreements, those of most advanced type are the agreements between national or international unions and associations of employers, — such agreements covering an entire industry and being either national in scope or covering a large district.

According to the report of the United States Industrial Commission² published in 1902, there were in force in that year *national and general* systems of collective bargaining in the following industries and trades: Coal mining industry; iron, steel, and tin industries; stove foundry trade; foundry trade; machinist and allied trades; glass trades; printing trades; longshoremen's trade; and pottery trade; while *local* collective bargaining was more or less prevalent in trades or occupations represented by: Bricklayers, carpenters, plumbers, and workers in allied trades, employees in minor building trades, railroad employees, bakers and confectioners, blacksmiths, boot and shoe workers, brewery workers, butchers and meat cutters, clothing workers and tailors, electrical workers, hatters, hotel employees and bartenders, leather workers, metal polishers, buffers, and platers, stationary firemen, stage employees, stove mounters, textile workers, street railway employees, tobacco and cigar workers, woodworkers, wood carvers, box makers, and coopers.

No attempt will be made in this report to present a historical review of the various systems of collective agreements discussed in the report of the Industrial Commission nor of the systems since established.³ In this section of the report we shall discuss briefly those National and District Systems which are actually in effect to any considerable degree in the United States at the present time in order

¹ For a recent discussion of this subject see article having same title appearing in the *Quarterly Journal of Economics* (Vol. XXVI, No. 3, May, 1912; pp. 425 to 443), by Professor George E. Barnett of Johns Hopkins University. A brief review of this article with certain extracts therefrom appears as Appendix I on page 297 to 299 of this report.

² Reports of the United States Industrial Commission, Volume 17, Part III, on "Collective Bargaining, Conciliation and Arbitration." Chapter I treats of National and General Trade Systems in the United States (pp. 325 to 374) and Chapter II treats of Local Collective Bargaining; Agreements and Arbitration, pp. 374-422.

³ For a list of systems established since 1897, see Appendix I, pages 297, 298.

to illustrate the extent to which international labor organizations are accustomed to *actively* participate in this movement to secure industrial harmony by agreements covering either a wide range of territory or a considerable portion of the industry or occupation over which they have jurisdiction. Certain of these national or district systems of agreements (as for example that in the coal mining industry), while important in other sections of the country are not operative to a considerable degree in Massachusetts principally owing to the fact that the industries or trades covered by the agreements are not largely represented in this State.

The extent to which the local unions have adopted agreements with employers within their jurisdiction, without the immediate assistance of the international unions with which they are affiliated (though usually in accordance with rules established by the international and frequently set forth in the international constitution or by-laws) will be considered in Section IV of this report (see pages 160 to 175). The text of several National and District agreements and of illustrative examples of more important classes of local agreements appears in Section V (see pages 176 to 277).

2. BOOT AND SHOE MANUFACTURING.

(a) *Boot and Shoe Workers Union.*

A large proportion of the organized boot and shoe workers in Massachusetts are members of the local unions affiliated with the Boot and Shoe Workers Union having its headquarters in Boston. This organization has adopted a label for use on goods manufactured in establishments where the conditions of employment are approved by the union. The use of the label stamp by manufacturers is conditioned upon the acceptance and observance of provisions of an agreement known as the "Boot and Shoe Workers Arbitration Agreement," a copy of which is presented on pages 182 to 184 of this report. The contract governing the use of the Union Stamp provides that in return for the privilege of using a stamp the employer agrees to hire only union labor and to submit all questions as to wages and conditions of labor to arbitration. In States where there is a State Board of Arbitration the contract regularly provides for the reference of matters, as to which there is disagreement, to the State board. In other cases the contract provides for the appointment of a local arbi-

tration board whose award, as in the case of the awards of the State board, are binding in so far as they have been previously agreed upon by the parties to the controversy. It is mutually agreed that the union will not cause or sanction any strike and that the employer will not lockout his employees while this agreement is in force. The agreement when signed specifies a period during which it shall remain in force and provision is made that should either party desire to alter, amend, or annul the agreement it shall give a written notice thereof to the other party three months before the expiration of the agreement; and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given. In Massachusetts ¹ agreements of this character have been signed by 140 ² boot and shoe manufacturers, and in recent years there have been but very few, if any, actual cessations of work in this State, sanctioned by the National Union, in which the members of the Boot and Shoe Workers' Union were involved.³

In negotiating a change in prices or working conditions under the arbitration agreement it is customary for the local organization to consult a representative of the international body in Boston who confers with the manufacturer, and in numerous instances adjustments are made without the necessity of referring any points in controversy to the State board or to a local board of arbitration.

The local unions, to the fullest extent, reserve to themselves local autonomy under the constitution of the Boot and Shoe Workers' Union. The National union encourages the making of local wage agreements and advises the locals to make their agreements with a view to uniformity where the conditions of labor are similar, the aim being to avoid the introduction of wage-scales in one place which would be unfavorable to the employees in competing factories. In all cases the National union guarantees faithful compliance with the terms of any local agreement as to wages and conditions of labor. The Boot and Shoe Workers' arbitration contract is advantageous to the manufacturer in that it insures him against a strike and enables him to accept an order with confidence, knowing that he may reasonably be sure of delivering the order on the date agreed upon. The

¹ For a list of awards by the State Board of Conciliation and Arbitration in 1911, see their report for that year.

² This information was compiled from the Shoe Workers' Journal of November, 1912.

³ See Annual Reports on Strikes and Lockouts published by this Bureau.

operatives, as a result of such agreements with their employers, enjoy steadier employment and are reasonably confident that for a definite period specified in the agreement no lockout will occur in the establishments in which they are employed.

(b) *Other Unions of Shoe Workers.*

In addition to the Boot and Shoe Workers' Union, there are two other organizations of boot and shoe workers which have affiliated locals in Massachusetts; these are the United Shoe Workers of America, with headquarters in Lynn, Massachusetts, and the Shoe Workers' Protective Union, with headquarters in Haverhill, Massachusetts. There are also in this State several local "Assemblies" of boot and shoe workers affiliated with the Knights of Labor and five "independent" local unions, *i.e.*, locals unaffiliated with any national or international union. Many of these local unions have some form of local agreement with employers, principally in the nature of price lists. Some of the agreements contain provisions for arbitration, and in a few cases provide specifically for arbitration by the State Board.

3. PRINTING TRADES.

(a) *International Typographical Union.*

In 1900, after years of conflict, the American Newspaper Publishers' Association and the International Typographical Union of the United States and Canada formulated an agreement which was to last for one year and which provided for the arbitration of disputes. This agreement has been modified and renewed from time to time, it now being the practice to formulate an agreement covering a period of five years. The text of the new agreement, adopted in January, 1912, and which became effective April 30th following, appears on pages 202 to 205. It has been well described ¹ as follows:

The agreement provides for the arbitration of all questions relating to wages and hours, working conditions, and disputes arising under contracts. It also provides for local boards of arbitration, with an appeal to a national board of arbitration. The membership of the local boards is placed at five, consisting of two representatives of the local union, two representatives of the publishers' association, and in case they are unable to agree, another to be selected by the president of the International Typographical Union and the

¹ See article entitled "The National Civic Federation and Industrial Peace" by Mr. Seth Low, New York, in the *Annals of the American Academy of Political and Social Science*, November, 1912, page 13.

chairman of the special committee of the American Newspaper Publishers' Association. As thus constituted, the full board hears the case. At the conclusion of its presentation, the four original members go into executive session, and endeavor to reach an agreement. In case they fail, the chairman casts the deciding vote. An appeal lies to the national board of arbitration which is equally divided in numbers. This equal division of the national arbitration board, while not without some embarrassments, is believed by the trade to give better results, on the whole, than a decision by an odd arbitrator who, from the nature of the case, can be only imperfectly informed on many of the questions to be decided.

In many localities agreements are entered into covering the book and job branches of the trade, these agreements being negotiated by allied printing trades councils, each representing two or more local unions in the printing trades. The formation of these allied printing trades councils is provided for in what may be called an "Inter-union Agreement" between the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers and Electrotypers' Union, and the International Photo-Engravers' Union. This agreement provides for the formation of an association known as the International Allied Trades Association, composed of all members in good standing of these five international unions. The affairs of this association are conducted by a board of governors, which board meets and considers questions of mutual interest to the several internationals represented therein and establishes rules for the guidance of the allied printing trades councils in the various localities. The agreement between these several international unions provides also for the issuance of allied printing trades labels, which are furnished to the local councils, who in turn are permitted to grant the use of such labels in those establishments where union conditions are observed. As a result of this agreement between the several international unions they act harmoniously in seeking to regulate the conditions of employment in the several localities and, indeed, throughout the country.

In addition to the allied printing trades council's label referred to above, the Typographical Union has a distinctive label, known as the "Typographical Union Label," for use in localities where there is no allied printing trades council. The stamps by which the label is imprinted are issued in convenient sizes to subordinate unions and

are in turn granted by the subordinate locals to local employers who have signed a label contract providing for the observance of union conditions in their offices.

With reference to "Arbitration and Contracts" the general laws of the International Typographical Union contain the following sections:

SEC. 163. When disputes arise between subordinate unions, or subordinate unions and employers, which cannot be adjusted after conference between the parties at issue, the matter may be settled by arbitration.

SEC. 164. No local union shall sign a contract guaranteeing its members to work for any proprietor, firm or corporation, unless such contract is in accordance with International law and approved by the International President. No member holding active membership in any local union shall sign an individual or private contract with any employer, agreeing to work for any stated length of time, wages or conditions. The union alone has the power to contract for conditions, wages and hours.

SEC. 165. It is imperatively ordered that the executive officers of the International Typographical Union shall not submit any of its laws to arbitration.

SEC. 166. Subordinate unions, in making contracts or wage agreements, shall insert a clause therein reserving to their members the right to refuse to execute all struck work received from or destined for unfair employers or publications.

SEC. 167. No local union shall sign a scale of wages with an overtime clause calling for overtime on any certain day at a rate less than that paid for overtime on all other days.

(b) *International Printing Pressmen and Assistants' Union.*

This union, which was formerly a part of the Typographical Union, entered into an "arbitration agreement" in 1901 with the American Newspaper Publishers' Association and in 1902 with the United Typothetæ of America, the latter agreement having been terminated in 1907. Until 1912¹ the agreement with the American Newspaper Publishers' Association was regularly renewed, the last renewal having been in 1907, for a period of five years, ending May 30, 1912.

Although the Printing Pressmen's Union no longer has an agreement with an employers' association, it does, nevertheless, encourage

¹ By referendum vote early in 1912 the members of this International Union declined to renew the agreement with the American Newspaper Publishers' Association. (See *The American Pressman*, May, 1912, pages 247 and 248.)

the formation of agreements with employers by subordinate locals and by the allied printing trades councils in which it is often represented in the several localities. Thus the constitution of this International provides in article 15, section I, relative to "Contracts or Agreements," that

No subordinate union or member thereof, or any other person, shall enter into negotiations in the name of the International Union for the purpose of making any contract or agreement with any organization, corporation, firm, or individual, which will in any manner affect the interests of the bodies deriving their charter from the International Union or the interest of any person affiliated with same, without first having received the sanction of a majority of the Board of Directors to do so. Any union or member thereof violating the provisions of this Article of the Constitution shall be disciplined by either fine, suspension, or expulsion at the discretion of the Board of Directors.

Further sections provide for the method of negotiating agreements by subordinate unions and for submitting copies of such agreements to the Board of Directors for approval. All local contracts shall be made for a period not exceeding three years and must expire on the first Tuesday in the month of September, and where there are two or more subordinate unions in any locality in the book and job branch of the business, no local contract shall be made with employers unless all said subordinate unions join therein. It is also provided that any contract or agreement drawn up by the Board of Directors and binding upon the members of the International Union for one year or more must be submitted to the referendum vote of the subordinate locals.

The International Union has also established the form of an "Arbitration Agreement" between the Printers' League of America and the International Union and a "Local Form of Agreement" between branches of the Printers' League and local unions subordinate to the International Union. As the membership of the Printers' League is as yet largely confined to New York State, the text of these forms of agreement has not been included in this report.

(c) *International Photo-Engravers' Union of North America.*

In 1905 this union entered into an "Arbitration Agreement" with the American Newspaper Publishers' Association. This agreement, with certain minor modifications, has been regularly renewed and

on May 1, 1912, was renewed for a further period of five years. Except for a substitution of names, it is in form and wording practically identical with the "Arbitration Agreement" between the American Newspaper Publishers' Association and the Typographical Union, the text of which agreement appears on pages 202 to 205.

The Photo-Engravers' Union also provides in article 17 of its constitution for the signing of contracts and agreements by subordinate unions with employers. The wording of section one, with the exception of change of name of the organization, is similar to the wording of the section above quoted from the constitution of the International Printing Pressmen and Assistants' Union, and in certain other respects the provisions governing the signing of agreements of subordinate unions are similar.

(d) International Stereotypers and Electrotypers' Union.

In 1901 this union entered into an "Arbitration Agreement" with the American Newspaper Publishers' Association. This agreement, with certain minor modifications, has been regularly renewed and on May 1, 1912, was renewed for a further period of five years. Except for a substitution of names, it is in form and wording practically identical with the "Arbitration Agreement" between the American Newspaper Publishers' Association and the Typographical Union, the text of which agreement appears on pages 202 to 205.

The following sections of article 24 of the constitution of this union have reference to local arbitration contracts and scales of wages:

SECTION 1. When disputes arise between subordinate unions, or subordinate unions and employers, which can not be adjusted after conference between the parties at issue, the matter may be settled by arbitration.

SECTION 2. No local union shall sign a contract guaranteeing its members to work for any proprietor, firm, or corporation, unless such contract is in accordance with international law and approved by the international president.

SECTION 5. No local union shall enter into negotiations pertaining to the establishment of new wage scales or the rectifying of unsatisfactory conditions without apprising the executive officers regarding the nature of the demands and the contemplated method of procedure for the procuring of those demands, and no agreement shall be considered binding upon a local if same does not bear international endorsement in written form duly signed by the proper international officers.

(e) *International Brotherhood of Bookbinders.*

This Brotherhood has no national agreement with employers similar to that between the International Typographical Union and the American Newspaper Publishers' Association, but it is a party to the inter-union agreement entered into with the four other international unions in the printing trades and through the local allied printing trades councils seeks to secure signed label contracts with local employers.

Article X of the Constitution of the Brotherhood contains the following clause:

The International Brotherhood, recognizing strikes as detrimental to the best interests of the craft, recommends local unions not to order a strike until every possible effort has been made to settle the difficulty.

With reference to contracts it is provided in a clause, article X, section 8, that

No local union shall sign a contract guaranteeing its members to work for a proprietor, firm or corporation unless such contract is in accordance with this Constitution, and is approved by the international president.

(f) *Lithographers' International Protective and Beneficial Association.*

The constitution of the Lithographers' Union formerly contained a provision relating to arbitration, but it has been stricken out; nevertheless, the union encourages the reference to arbitration of matters in dispute between its affiliated local unions and employers.

With reference to "Agreements and Contracts" the constitution of the association contains, in article VIII, the following section:

SECTION 1. The general executive board have the power to draw up agreements, subject to the referendum of the associations at large.

Subordinate associations may enter into local contracts or agreements with individual firms by consent of the general executive board.

Where there is a national agreement entered into by the G. A.¹ or a local agreement entered into by the S. A.² with an independent firm, the form of agreement then in force shall be adhered to.

¹ Signifies "General Association."

² Signifies "Subordinate Associations."

4. RAILROAD EMPLOYEES.

(a) *Steam Railroad Employees.*

There are a dozen or more organizations of steam railroad employees in the United States, of which those embracing the more skilled employees, such as the locomotive engineers, locomotive firemen, conductors, trainmen, and telegraphers, are strongly organized and exercise considerable influence in determining wage and other conditions of employment in their respective branches of railroad service. While there is usually no arrangement for regular conferences between the railroad managers and the employees with a definite representation from both sides, nevertheless, on most of the railroad systems frequent conferences are held between the railroad officials and the officers of the organizations of employees or with representatives of employees on the several railroad systems, at which conferences the general conditions of labor are usually determined, and in many instances even minor disputes are settled. The officers of the organizations of employees, in addition to their frequent conferences with the railroad officials, exercise further influence in regulating the conditions of labor through the medium of adjustment committees which represent organizations of employees on the several systems. The formation of such committees and their general plan of procedure in their negotiations with the officials on the several railroad systems is usually prescribed in the constitution or by-laws of the national organizations of employees.

The descriptive matter in the following paragraph, taken from the report ¹ of the United States Industrial Commission, although that report was printed in 1901, holds true at the present time and may very properly be quoted in this connection:

The constitutions of the railway brotherhoods have rather elaborate provisions regarding the methods of negotiation with employers. These rules are quite similar in the case of all the brotherhoods and orders, though the systems among the weaker brotherhoods are somewhat less elaborate than those provided by the organizations of engineers, conductors, firemen, and trainmen. In general, with some modifications in details, the system is as follows: Each local lodge or division of a brotherhood has a local grievance committee of three or more members. For each railway line a general committee or

¹ Report of the Industrial Commission, 1901, Volume 17, Chapter II, Section V, pages 401-402.

general board of adjustment is established, composed of one or more delegates from each local division on the line. In the case of great composite systems of railways, some of the brotherhoods provide also for a still higher committee of adjustment, composed of the chairmen of each of the committees on the separate lines or branches of the system. These chairmen of general committees of adjustment are in many instances salaried officers, devoting their whole time to the interests of the members employed on the railway. It is their duty, in conjunction with local committees, to adjust, if possible, all differences of a local character that may arise. Failing to reach a settlement in this way a meeting of the general committee of adjustment is called and it proceeds to negotiate with the higher officers of the railway companies. The action of such a general committee of adjustment is binding upon all members employed upon the railway line (unless reversed, in the case of some of the organizations, by referendum vote of the members so employed). On occasion of special need the national officers of the brotherhood are called in to negotiate with employers. The general conditions of labor are usually determined from time to time by conferences between these general committees of adjustment and the officers of the railway company, or in the case of the more extensive systems, between the higher committees above referred to and the officers of the system.

It is the custom of the managers of the more important steam railroad systems in the United States to issue from time to time "Rules and Rates of Pay," applicable to employees in the several branches of service. These printed rules, specifying rates of pay, hours of labor, and other conditions of employment, virtually constitute written agreements between the companies and their employees, although in many instances they are not actually signed by representatives of the employees. The terms of these printed rules apply to both organized and unorganized employees, but it is largely through the efforts of the union representatives that the more favorable terms are incorporated therein, and usually after conferences between the railroad officials and committees of adjustment representing a group of local organizations of employees on the several railroad systems.

In its report on "Prevailing Time-Rates of Wages and Hours of Labor" for 1910¹ this Bureau presented a digest of wage-scales then in effect on the three principal railroad systems in Massachusetts, and in its report on "Changes in Rates of Wages and Hours of Labor" in 1910² this Bureau published a detailed description of the standard wage scale adopted on the Baltimore and Ohio Railroad in

¹ Part I of the Forty-First Annual Report on the Statistics of Labor, pages 52 to 81.

² Labor Bulletin No. 86 (December, 1911), pages 19 to 28.

accordance with the award of an arbitration board to which had been referred a controversy relative to wages between that railroad and the Eastern Association of General Committees representing conductors and trainmen on railroads east of Chicago and north of the Chesapeake and Ohio Railroad.

The rates of wages specified in the award of the arbitrators in the case of the Baltimore and Ohio Railroad were also adopted by the New York, New Haven and Hartford Railroad and later by the Boston and Maine Railroad, and similar schedules were later adopted by the New York Central and Hudson River Railroad (being applicable to the Boston and Albany Railroad, which is leased by the New York Central) and by other eastern railroad systems. These wage scales, with the exception of minor adjustments, are in effect at the present time.¹

No attempt will be made in this report to cover the wide range of wage-scales and rules which have been adopted on the various railroad systems in this country.² The information already published in the reports above referred to is illustrative of the method of negotiation between the railroad officials and the employees on the several systems. In the present report the Bureau reprints as illustrative examples the text in full of the "Rules and Rates of Pay Applicable to Men in Train and Yard Service" on the Boston and Maine Railroad (see pages 210 to 228) and the "Rules Governing the Employment of Signalmen" on the New York, New Haven and Hartford Railroad (see pages 269 to 272).

A Federal law providing for "Mediation and Arbitration of Controversies Between Carriers Engaged in Interstate Commerce and Their Employees"³ and commonly known as the "Erdman Act," was passed on June 1, 1898, but with the exception of one unsuccessful attempt to arbitrate a dispute in 1899, it was practically inoperative until December, 1906, when a controversy involving the locomotive firemen on the Southern Pacific Railroad was referred to the mediators designated in the Act. Although a strike

¹ December, 1912. See statement on page 151, *post*, relative to changes in wages of locomotive engineers; also note at foot of page 124, *ante*.

² Copies of many of these wage-scales and rules may be found in the report of the New York State Bureau of Mediation and Arbitration for 1910, pages 577-1149.

³ For a description of this Act and of its operation, see article entitled, "Mediation and Arbitration of Railway Labor Disputes in the United States" by Charles P. Neill, Commissioner of Labor, in Bulletin of the United States Bureau of Labor No. 98 (January, 1912).

actually began on the day following that on which the application for mediation was made, the matter was speedily adjusted through submission of the question in dispute to a board of arbitration appointed in accordance with the provisions of the Act. "During the past five years the provisions of the law have been invoked in nearly 60 different controversies" and "there has been only one period as long as three months during which the mediators have not been called upon to act in some pending controversy."¹

The provisions of this Act apply only to controversies involving "persons actually engaged in any capacity in train operation or train service," *i.e.*, to engineers, firemen, conductors, trainmen, switchmen, and telegraphers, consequently the scope of the Act is somewhat limited. Furthermore the controversies which are formally brought to the attention of the mediators form but a small fraction of the great number of controversies which arise each year between the various railroads and their employees, because many of them are settled directly by the officials of the individual railroads and the immediate representatives of their employees, without even the intervention of the national union officials. In fact, it is only upon the failure of the railroad officials and the officials of the national organization to reach an agreement that the mediators under the Erdman Act are requested to exercise their good offices in bringing about an amicable adjustment of the controversy, and usually such request is made only after a strike has been voted by the employees concerned. Although the mediators have no authority to act upon their own initiative in the settlement of any dispute, in several instances their proffered services have been accepted.

With reference to the awards by arbitration boards appointed under the Act, Commissioner Neill remarks²:

In no case has there been a repudiation by either side of the award of an arbitration board. In some instances, as is inevitable, there have been different interpretations placed on certain sections of the award and there has been consequent friction in some of these instances, but the awards as a whole, it can be said, have been acceptable and lived up to by both sides.

As an illustration of the operation of the Erdman Act may be cited the recent arbitration of a controversy arising from a formal demand

¹ See report referred to in footnote 3 on the preceding page.

² Same Report, page 3.

by the Brotherhood of Locomotive Engineers upon the 52 railroads of the so-called Eastern District not only for an increase in wages because of the higher cost of living, but for a standardization of wages in the nature of a uniform rate upon all railroads involved in the dispute, and for certain regulations regarding the operation of electric locomotives and long distance trolley lines owned and operated by these railroads. These demands were refused by the railroads, with the result that, after a long period of fruitless negotiations, a widespread strike was threatened. The mediators under the Erdman Act urged an amicable settlement and arranged for a conference which resulted in an agreement between the railroad officials and the engineers to submit their differences to a Board of Arbitration appointed by the Chief Justice of the United States Supreme Court, the United States Commissioner of Labor, and the presiding Judge of the United States Commerce Court, and consisting of Charles R. Van Hise, President of the University of Wisconsin, Chairman; Oscar S. Straus, former Secretary of the Department of Commerce and Labor; Albert Shaw, Editor of the Review of Reviews; Frederick N. Judson of the St. Louis Bar; Otto M. Eidlitz, former President of the Building Trades Association, New York; Daniel Willard, President of the Baltimore and Ohio Railroad; and P. H. Morrissey, former Grand Master of the Brotherhood of Railroad Trainmen. This Board which began, in July, 1912, to consider the evidence presented and to hold hearings, made public its award in November, 1912. The award is retroactive, having taken effect on May 1, 1912, and covers a period of one year. It provides for appreciable advances in wages, though considerably less than those demanded by the engineers, and for a minimum wage throughout the entire Eastern District covered by the 52 railroads. All existing wages higher than the minima established by the Board are continued in force. The Board recommended the creation of Federal and State Wage Commissions to regulate wage conditions of employees on public utilities, from which recommendation Mr. Morrissey dissented on the ground that the creation of such commissions would in effect be the establishment of a system of compulsory arbitration. This award of the Board, of which the above are the more important provisions, has been accepted both by the railroads and the locomotive engineers and will remain in effect until May 1,

1913. It established the terms of settlement of one of the most important labor disputes in America submitted to arbitration since the anthracite coal strike in 1902.

(b) *Street and Electric Railway Employees.*

The employees on the street and electric railways in the United States, where organized, are members of a single association known as the Amalgamated Association of Street and Electric Railway Employees of America. This association in negotiating with the various street railway systems or lines follows much the same methods as do the various brotherhoods of steam railroad employees. Thus it is provided in the Constitution of the association that whenever a difficulty arises between the members of the associations and employers regarding wages, hours of labor, or any other question that may result in a strike or lockout, a committee from the local division shall seek through conferences with the company to adjust the matter satisfactorily. Where a direct settlement is not possible, the international president or a representative of the general executive board is directed to proceed to the scene of dispute in person or by deputy, and in conjunction with the local committee to make a careful investigation and endeavor to reach a settlement with the company. It is further provided that before a strike shall be endorsed by the association, the company shall be requested to submit the dispute to arbitration. The form of agreement between a local association and a local company is usually the same in the several localities and ordinarily bears the signature not only of the duly authorized representatives of the company and of the local division, but also that of the international president or of some other international officer authorized to sign the agreement in behalf of the association. Thus the first article of the agreement specifies that the agreement has been entered into by the company, the Amalgamated Association, and the division or several divisions thereof to which the agreement applies. An illustrative example of the form of agreement, that between the Bay State Street Railway Company and the Amalgamated Association of Street and Electric Railway Employees, appears on pages 272 to 277.

5. BUILDING TRADES.

(a) *Bricklayers and Masons.*

The constitution of the Bricklayers and Masons' International Union of North America provides in section 6 that

... all subordinate unions under its jurisdiction must embody in their constitution or by-laws a general law providing for a form of agreement with employers and the establishment of a Joint Committee of Arbitration, for the purpose of establishing a means whereby all questions in dispute between themselves and employers can be peaceably settled.

The form and nature of such agreement shall govern such matters of interest as are most likely to form subjects of dispute, such as the regulation of the rate of wages per hour for general work, the rate per hour for extra or overtime, specifying the rate and hours for such, the rate for holidays, and specifying the same, the number of hours worked per day, the government and regulation of apprentices, and such other questions or rules as may be of joint benefit to employers and employees represented by such agreement. Such agreement shall remain in effect and force for one year from date agreed upon, or until changed by subsequent agreement. . . .

The section further provides for the reference of certain specified matters to the joint committee of arbitration, for the method of appointment of the members of the committee, and that pending the adjustment of any differences that shall be referred to the committee, there shall be no stoppage of work.

This system of annual agreements between the subordinate locals and local employers has been quite generally introduced and has proven very beneficial in promoting industrial harmony in the trade. As a result of the rules laid down in the international constitution relative to the form and nature of the agreements there has resulted a large degree of uniformity in the rates of wages and other conditions of employment within the several localities.

In addition to the agreements between the subordinate unions and associations of employers or individual employers, the international union has, within recent years, endeavored to negotiate directly with the more important employers or associations throughout the country an international agreement designed to prevent strikes and to promote harmony throughout the trade and including a clause providing that there shall be no strike pending the investigation of a dispute and that all peaceable means shall be taken to bring about a settlement. A copy of this agreement appears on pages 191 to 192..

(b) Other Building Trades.

In the building trades other than the bricklaying trade already considered, there is virtually no system of agreements on a national scale or covering a large section of the country. These other trades to which reference is here made include the following employees: Carpenters; electrical workers; steam engineers; wood, wire, and metal lathers; painters, decorators, and paperhangers; plumbers, gas-fitters, steamfitters, and helpers; roofers; sheet metal workers; hod carriers and building laborers; pavers; and certain other minor occupations. It is true that the constitutions or by-laws of most of the national organizations representing employees in these several trades prescribe the conditions under which local agreements may be entered into by local organizations with employers, and in certain cases prescribe the procedure in negotiation of such agreements by local unions or local councils, nevertheless the participation of the international officers of the several organizations usually consists of hardly more than their approval or rejection of the provisions of a particular local agreement under consideration.

Notwithstanding the fact that the agreements in these trades are usually limited to a locality of small area some of them are, nevertheless, of considerable importance as, for example, those in certain of the building trades in New York State, which not only designate the wage scale, hours of labor and other terms of employment to be in effect for a definite period, but also provide for the arbitration of certain controversies which arise from time to time.

In Boston there was for six years prior to May 1, 1909, a most important local agreement of this kind between the Master Carpenters' Association and local unions affiliated with the Carpenters' District Council. The agreement as signed on May 1, 1908, for a period of one year, called for a six months' notice by either organization which might wish to terminate it. In November, 1908, the Master Carpenters notified the Carpenters' District Council that they would not continue the agreement after its expiration on May 1, 1909, no reason for such decision being stated. During April and May, 1909, three propositions relative to wage conditions were submitted by the Carpenters' District Council to the members of its affiliated unions, and by referendum it was decided to establish a Saturday half-holiday during the entire year, with the same rate of weekly wages for

44 hours as was formerly paid for 48 hours, and the employers were notified that the council would seek to enforce this new schedule on and after June 1st, 1909. This notification, however, was in no sense an agreement, nor has there been any disposition since manifested to negotiate another agreement similar to that which was terminated. In many other localities throughout Massachusetts similar conditions exist in the building trades as in Boston. It is the usual practice of many of the local unions to send to employers a notification as to rates and other conditions which they desire to become effective on a date specified, but the actual establishment of such "union scales" or "trade rules" is determined largely by the ability of the organization to enforce them and in but few cases is an endeavor made by the unions to secure the signed acceptance of such rules by the employers who have been thus notified. Frequently, however, strikes are called where employers fail to establish the conditions requested.

6. FOUNDRY TRADE.

(a) *International Molders' Union of North America.*

One of the most effective systems of collective bargaining and arbitration to be found in any trade is that provided for in the "Conference Agreements" between the Molders' Union and the Stove Founders' National Defense Association, the first clauses of which agreements were adopted in 1891, and to which additional clauses have been added from year to year. The agreement clauses adopted in 1891 provided for a conciliatory method of settling disputes by reference to the presidents of the two organizations, with an appeal to a conference committee composed of six members, three appointed by each organization, in case the presidents fail to agree. No interruption to business is permitted during the settlement of a dispute. In 1892 one clause added provided that "The general rate of molders' wages should be established for each year without change," and another clause adopted in the same year provided that "When the members of the Defense Association shall desire a general reduction in the rate of wages, or the Iron Molders' Union an advance, they shall each give the other notice at least 30 days before the end of each year, which shall commence on the first day of April. If no such notice be given, the rate of wages current during the year shall be the rate in force for the succeeding year." No provision is

made for referring matters to which the representatives of the organizations cannot agree to any outside authority, it being held as an essential feature that the settlement of disputes be made locally by those who are expert in the trade and who can decide it equitably.

Prior to the adoption of the arbitration agreement in 1891, strikes in the stove foundry trade were numerous, but since that date nearly all disputes which are not settled locally are satisfactorily disposed of by the presidents of the two organizations or their representatives without summoning the conference committee. The system of arbitration applies not only to shops where union men are employed exclusively, but also to shops employing less than a majority of union men. The full text of the Conference Agreement of 1891, and of the clauses added up to 1910, appears on pages 246 to 250.

(b) *Metal Polishers.*

In 1902 the Metal Polishers, Buffers, Platers, Brass Molders, and Brass Workers' International Union of North America entered into an agreement with the Stove Founders' National Defense Association. This agreement was in many respects similar to that between the Molders' Union and the Association, in fact the provisions providing for conciliation and arbitration in the Metal Polishers' agreement were practically identical with similar provisions in the Molders' agreement and the practice of adding clauses to the agreement from year to year was followed until the agreement was terminated in 1909. The Metal Polishers' International Union has no agreement with any association of employers at the present time, but it endeavors to secure agreements between individual employers and local unions, such agreements not being confined to those with stove founders. In some instances these agreements provide for the arbitration of disputes.

7. PAPER AND PULP MAKING.

Following a strike in 1908 of the employees of the International Paper Company, which has plants located in several States, the company declined to renew its former agreement with the International Brotherhood of Paper Makers. On the other hand, the company entered into an agreement with the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers which had been formed by secession from the Brotherhood of Paper Makers and which had been, for several years, in almost constant disagreement

with the Brotherhood of Paper Makers. In 1909 the two brotherhoods entered into an inter-union agreement providing for harmony in union activity, whereupon the International Paper Company abrogated their agreement with the Brotherhood of Pulp Makers. There then remained no agreements between the company and its employees except with the stationary firemen.

On March 6, 1910, a general strike of employees in the plants of the company was begun and was not terminated until May 21, 1910, when an agreement establishing the conditions as a basis of settlement of the strike was signed by officers of the company and by representatives of the International Brotherhood of Paper Makers, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, the International Association of Machinists, the International Association of Steam Fitters and Helpers, the International Steam Engineers, the International Brotherhood of Electrical Workers, a general organizer of the American Federation of Labor, and the Chairman of the Bureau of Mediation and Arbitration of the State of New York. This agreement which had been brought about through the intervention ¹ of the New York State Bureau of Mediation and Arbitration, not only effected a termination of the strike, but has made possible later negotiations between the company and its employees by the provision for a settlement of further grievances "in conference or by arbitration, when necessary." Thus, on May 14, 1912, after a conference (lasting six days) between representatives of the different organizations whose members are employed in the paper making industry and the representatives of the company, an agreement was reached covering a period of two years, and providing for an increase in wages, payment for overtime at the rate of time-and-one-half, a minimum wage for all employees in mechanical trades, an effective apprenticeship system, and for arbitration as a final determination of all grievances.²

8. THE COAL MINING INDUSTRY.

For 30 years or more prior to the great coal strike in 1900 there were agreements between the operators and miners in the anthracite coal regions of the United States, the more important agreements having provided for a sliding scale of wages based upon the selling

¹ For an account of this intervention and a copy of the agreement the reader is referred to the Report of the New York State Department of Labor, 1910, pages 474 to 480.

² See American Federation of Labor Weekly News Letter No. 60, May 25, 1912.

price of coal, but they were by no means satisfactory or effective in preventing disputes. The demand of the miners in the strike in the anthracite field in 1900 that this form of agreement be abolished was conceded. In the bituminous region attempts to reach agreement were also unsuccessful. In 1898 a joint conference between the coal miners and operators in Pennsylvania, Ohio, Indiana, and Illinois was held in Chicago and the methods of negotiation established at that time have remained virtually unchanged. An interstate agreement providing for periodical joint conferences of employers and employees from individual States was adopted and rules for the conduct of the conference were established. Joint State and district conferences have also been established similar to the interstate conference and the result has been more general uniformity in wage scales and working conditions in the coal mining regions. While there are still many scattered localities in which there are no conferences of this nature, it is nevertheless true that both in the anthracite and bituminous coal fields there is a condition of comparative peace during the life of the general agreements which, with modifications, it has been the practice to renew from time to time. Trade agreements now exist between anthracite and bituminous coal operators and a large percentage of the coal miners in the United States. As there is little, if any, mining of coal in Massachusetts and no local union of coal miners, there are no agreements in this State covering this industry.

9. POTTERY TRADE.

The manufacture of pottery in the United States is confined to a few localities. Prior to 1900 the wage scales and other conditions of employment were determined in each locality independently of the other localities, but in that year an attempt was made to establish a uniform wage scale for the entire country and a conference was held between the representatives of the National Brotherhood of Operative Potters and the manufacturers representing practically the entire industry, at which conference a general agreement was adopted. The agreement prescribed piece-rates for many hundreds of articles, certain time-rates, and included rules governing the employment of apprentices, and other provisions. In 1905 a new agreement in many respects similar to the original one was adopted and since that date it has been the practice of the United States Potters' Association and the National Brotherhood of Operative Potters in September of

each odd year to reaffirm the previous agreement in all its conditions and provisions except as modified by changes indicated in a supplementary agreement to remain in effect for a period of two years. Thus the supplementary agreement entered into on August 27, 1909, became effective on October 1, 1909, to remain in effect until October 1, 1911.

10. LONGSHOREMEN.

The principal contracts between the International Longshoremen's Association and the various organizations of employers are in the Great Lakes district. Formerly these agreements were important and extensive but since the termination of the agreements with the Lake Erie Dock Managers and the Lake Carriers' Association in 1908, there remain agreements in only a few branches of work over which the International Longshoremen's Association has jurisdiction. The agreements now in force include those with the Lumber Carriers' Association, the Great Lakes Towing Company, the Tug and Dredge Owners' Protective Association, the Pile Drive Owners' Protective Association, and with the Lake Erie Fish Packers and Fish Tug Owners' Association.

IV.

LOCAL AGREEMENTS BETWEEN EMPLOYERS AND
LABOR ORGANIZATIONS IN MASSACHUSETTS.¹

INTRODUCTORY.

The following information relative to collective agreements in Massachusetts is based on returns submitted by officials of local labor organizations on schedules ² which were sent out by the Bureau on December 31, 1911. In addition to the agreements which were reported by the officials of the local organizations, a number of agreements covering a more extended district than that coming within the jurisdiction of any single local union were also found to be in existence; thus, occasionally a number of local unions were parties to a single agreement negotiated by the officers of a district council or of some organization representing two or more unions in a single locality or larger district. In several cases of this nature, although the local secretary reported that his organization had no *local* agreement with employers, the members were actually working under a district or national agreement which was even more binding than any local agreement would have been. In such cases where an agreement was negotiated by the officers of a district council or other representative organization with which a local union was affiliated, the facts with reference to the local union have been corrected so as to signify that the union had an agreement with employers, whether a purely local agreement or not, provided the agreement as adopted by the international union covered the locality over which the local union had jurisdiction. This method of considering the prevalence of agreements made possible a tabulation in which the local union was considered the unit; and, furthermore, as the membership of the local union had also been reported, it made possible a tabulation showing by occupations the number of organized wage-earners who were working under agreements existing in that occupation (see Table III on pages 281 and 282).

The general results of the tabulation may be summarized as follows: Of the 1,282 local organizations in the Commonwealth at the close of the year 1911, 1,226 answered the inquiries relative to

¹ Tables giving information in detail appear on pages 278 to 296.

² For a specimen of this form, see *post*, page 318.

agreements, and of this number, 530, or 43.2 per cent, reported that they had *signed* agreements with one or more employers, of which number having signed agreements 259 unions reported that they had signed agreements with *all* firms within their jurisdiction; 103 unions reported that more than one-half of the firms within their jurisdiction had signed the agreement; 60 unions reported that one-half or less than one-half of their firms had signed the agreement; and 108 unions failed to state the proportion of firms within their jurisdiction which had signed the agreement. In addition to the 530 unions which reported having *signed* agreements with employers there were 42 which reported that one or more employers had *verbally accepted* such agreements. The number of unions which definitely reported that they had no agreements whatever with their employers was 654.

While the facts with reference to the number of unions having agreements with employers are important, a statement showing the membership of the unions which have agreements of this character is even of greater significance; thus, out of the total number of 185,414 organized workingmen represented by the returns it was found that the membership of the unions having *signed* agreements with one or more employers was 105,478. It cannot, of course, be assumed that this entire number were working under an agreement of some form or other inasmuch as certain of the unions had not entered into a formal agreement with *all* of the employers within their jurisdiction; it was found, however, that the membership of unions which had agreements with *all* the firms within their jurisdiction was 42,398, or about 23 per cent of the entire membership reported. In addition to the number of organized workingmen having signed agreements with *all* firms within the jurisdiction of their union, there were 23,017 members of organizations having agreements with more than one-half of the firms within their jurisdiction; 12,695 members of organizations having signed agreements with one-half or less than one-half of the number of firms within their jurisdiction; while there were 27,368 members of organizations from which information as to the proportion of firms signing agreements was not obtained.

In compiling statistics of this character it was impossible to ascertain, with any degree of accuracy, the number of unorganized employees who were affected by agreements which had been entered

into between organized workmen and their employers. Without question there are numerous unorganized workmen who are affected by the negotiations between organized workingmen and individual employers or associations representing them. Thus, in the several occupations of steam railroad employees, it is the practice of the several railroad systems to publish "Rules and Rates of Pay" which are applicable not only to the organized workmen but to the unorganized employees, no discrimination whatever being observed. Nor is this policy of establishing wages and other conditions throughout a particular occupation uncommon; in fact, it is generally true that scales of wages and trade rules which have become effective as a result of negotiations between organized employees and employers become applicable not only to the members of the organization but to the unorganized employees as well.

In any consideration of the statistics of collective agreements it should of course be borne in mind that while many unions may not have signed agreements with employers, it does not follow that the members of these unions are not working under conditions which have been established mainly through the efforts of the organizations.

A. LOCAL AGREEMENTS: BY OCCUPATIONS.

1. BOOT AND SHOE MANUFACTURING.

The proportion of unions of boot and shoe workers having signed agreements with employers was very large, as many as 81, out of 98 unions which reported, having had such agreements. Of these 81^{*} unions, 37 had signed agreements with *all* firms within their jurisdiction, nine with more than one-half the number of firms, 14 with one-half or less, and in 21 cases the proportion was not stated. The membership of unions having signed agreements with one or more employers was 34,814, and the membership of the unions having agreements with *all* the firms within their jurisdiction was 14,139.

Included among the 101 boot and shoe workers' organizations in the State were 65 local unions affiliated with the Boot and Shoe Workers' Union (an international union having its general offices in Boston). Of these 65 local unions all except nine had an agreement with one or more employers within their several jurisdictions. The form of the agreement known as an "Arbitration Agreement" is uniform for all locals and the full text of the agreement appears on pages 182 to 184.

In addition to the 65 local unions in Massachusetts affiliated with the Boot and Shoe Workers' organization there were 36 other local boot and shoe workers' trade unions in the State, 31 of which were affiliated with some other organization than the Boot and Shoe Workers' Union and five of which were independent of any national organization. Of these 36 local unions not affiliated with the Boot and Shoe Workers' Union, 25 worked under some form of local agreement, but in most of these cases the agreement adopted contained no provision for arbitration, and in only two cases, in so far as the Bureau was able to ascertain, did these agreements provide specifically for arbitration by the State Board.

2. PRINTING TRADES.

Of the unions of employees in the printing trades the typographical unions appear to be more disposed to enter into agreements than those in other printing trades. Thus 18 of the 20 typographical unions in the State at the close of 1911 had such agreements with employers, while only six of the 13 unions of printing pressmen, three of the five unions of stereotypers and electrotypers, one of the three unions of bookbinders, one of the three unions of photo-engravers, and neither of the two unions of lithographers had such agreements. The total membership of the 18 unions of compositors which had agreements was 2,451. Of these 18 unions, two were reported as having agreements with *all* employers within their jurisdiction, five with more than one-half the total number of employers, nine with less than one-half, and in two cases the proportion of employers was not stated.

The agreements of individual unions in the printing trades usually cover only that particular branch of work in which the members of the respective unions are engaged. In the case of the agreements entered into by local typographical unions, a single agreement may cover not only newspaper work but also book and job printing, while in other cases the agreement may be limited to only one class of printing. Likewise the agreements entered into by unions in other printing trades are usually so devised as to cover the work in particular establishments; consequently, there is no uniform agreement presented to all employers although it is ordinarily the policy of the union to seek to establish uniform prices for the same kind of

work throughout the entire locality over which it may have jurisdiction.

In addition to the local agreements and the label contracts of the allied printing trades councils, certain of the International Unions in the printing trades have entered into an "Arbitration Agreement" with the American Newspaper Publishers' Association, which agreement has been already described in this report¹ and the text of which appears on pages 202 to 205.

In those localities where there is an allied printing trades council, such council usually assists its affiliated locals in the negotiation of trade agreements.² The Allied Printing Trades Council of Boston, representing 13 affiliated local unions (including two locals in Cambridge — the Typographical Union and the Bookbinders' Union), controls the use of the label of the council within the district. The use of this label on printing is granted only to those employers who have agreed to certain union "rules" specified in the label contract, the text of which contract appears on page 176. In each of six other cities (Brockton, Lawrence, Lowell, Pittsfield, Springfield, and Worcester) there is a printing trades council which performs a function similar to that of the Boston Council.

A movement has been started to secure the ratification, by the five international unions in the printing trades, of an inter-union agreement³ whereby it would be possible to substitute in all localities the allied printing trades council label for the label of the several international unions. Already in localities where there is an allied printing trades council this use of the single label has been generally brought about, but in localities where there is but one local union in the printing trades, and consequently no allied printing trades council, the individual craft label has been used. By providing that, in those localities where there are not enough persons to form unions of their own craft, such persons may be admitted temporarily to the typographical union, and that such union shall use the allied printing trades council label, it is hoped that the individual craft labels may be entirely withdrawn.

¹ See under "National and District Systems of Collective Bargaining," pages 141, 142.

² For further information relative to the functions of allied printing trades councils, see under "International Typographical Union," pages 142, 143.

³ For a copy of the proposed inter-union agreement see Supplement to Typographical Journal for September, 1912, page 15.

3. RAILWAY SERVICE.

(a) *Steam Railroad Service.* — Of the 121 local unions of employees in steam railroad service which reported, representing an aggregate membership of 17,707 members, 100 unions with an aggregate membership of 15,333 were reported as working under an agreement¹ with the railroad companies by which they were employed. The membership of these unions by no means represents the entire number of employees who are affected by the agreements, for, as has already been pointed out, the rules and rates of pay on the several railroads are applicable not only to the organized employees but to the unorganized as well. The membership figures here given have also a further value in that they indicate how very small is the proportion of organized employees in railroad service who do *not* work under some formal agreement or understanding with the respective railroad companies.

An examination in detail of the several classes of employees shows that all of the organizations of conductors, locomotive engineers, locomotive firemen, railroad telegraphers, and railroad trainmen in the State were working under agreements and rules of this character, while nearly all of the organizations of each of the other classes of employees, except freight handlers and clerks, were working under such agreements or rules.

(b) *Street Railway Service.* — As in the case of steam railroad service the formal agreement in street railway service is an important factor in the relationship between the companies and their employees. At the close of 1911 out of 20 local unions of street and electric railway employees in the State representing 4,042 members, 19 unions, with an aggregate membership of 3,982, were reported as having signed agreements with the respective railway companies by whom their members were employed.

The Constitution of the Amalgamated Association of Street and Electric Railway Employees provides, in the following clause, for the arbitration of differences between local unions and street railway companies: "If the company is willing to submit the dispute to arbitration, he [the International President] shall make arrangements and submit the case to arbitration, and thus adjust it." In each

¹ The nature of these agreements, commonly known as "Rules and Rates of Pay," has been described under "National and District Systems of Agreements," see page 148.

local agreement there is accordingly included a provision for the reference, to a special board of arbitration, of those disputes which cannot be directly adjusted by the representatives of a Company and its employees, and the method of procedure of such board is further prescribed in the agreement. The form of the agreement in each case follows a form prescribed by the International Union, the text of which form appears on pages 272 to 277.

A strike of organized employees of the Boston Elevated Railway Company, which began early in June, 1912, was investigated by the State Board of Conciliation and Arbitration and in accordance with the recommendations of the Board, the Company and the union, through their representatives, entered into an arbitration agreement late in July, 1912, two of the provisions of which agreement were as follows:

Third. The State Board of Conciliation and Arbitration to determine what men shall be taken back by the company and the time within which, and the rating at which, they shall be taken back, its decision to be final.

Fifth. Future grievances or difficulties concerning wages or conditions of labor, which cannot be adjusted between the company and the organization, to be referred to the State Board of Conciliation and Arbitration, or, if that is not agreeable to the company, to a board composed as follows:— one man to be selected by the organization, one by the company, and if these two cannot agree upon a third arbitrator within ten days, the third party to be chosen by the Mayor of the City of Boston.

The fifth provision relative to the arbitration of grievances was, by a note added thereto, made applicable “to all employees of the Company, whether they belong to any organization of the employees of the Company or not.”

The number of street railway employees who may be said to be affected by agreements with employers to arbitrate differences which may arise was thus increased, in 1912, by several thousand through the addition of the employees of the Boston Elevated Company.

4. BUILDING TRADES.

Introductory.— There does not appear to be any pronounced disposition on the part of unions in the building trades to enter into agreements with employers; in fact out of 338 unions in these trades which reported, only 60 reported having signed such agree-

ments, and of these 60 only 23 reported that they had signed agreements with *all* employers within their jurisdiction. The aggregate membership of the 338 unions reporting was 32,315, while the aggregate membership of the 60 unions which had signed agreements was only 4,830, and of the 23 unions which had signed agreements with *all* employers within their jurisdiction was only 1,500. The occupations included within this group of trades are: (a) Bricklayers, masons, and plasterers; (b) carpenters; (c) electrical workers; (d) engineers (hoisting and portable); (e) lathers (wood, wire, and metal); (f) painters, decorators, and paperhangers; (g) plumbers, steamfitters, and gasfitters; (h) roofers; and (i) sheet metal workers. These several occupations will be considered briefly in the order named.

(a) *Bricklayers, Masons, and Plasterers.* — In certain localities the bricklayers, masons, and plasterers are organized into a single union; in other localities there may be a separate union of bricklayers and another of masons and plasterers, and in a few instances the plasterers also are separately organized. Of the 48 unions in these trades which answered the inquiries (representing an aggregate membership of 5,229), only nine, with an aggregate membership of 1,053, had signed agreements with employers. In several of the agreements provision was made for the arbitration of those controversies between employers and the union which could not be directly adjusted. Earlier in the report ¹ attention has been called to the Bricklayers' International Agreement, the purpose of which is to afford an opportunity for the larger contracting firms and corporations, whose operations cover a wide range of territory, to enter directly into agreement with the International Union as to matters of general policy. A copy of this agreement appears on pages 191 and 192.

(b) *Carpenters.* — Of the 137 unions of carpenters which reported (representing an aggregate membership of 16,337), only six unions, having an aggregate membership of 360, had signed agreements with employers, and of these six unions two had such agreements with *all* employers within their jurisdiction. A copy of one of the local agreements appears on page 192.

The former ² system of collective bargaining in Massachusetts be-

¹ See under "National and District Systems of Collective Bargaining," p. 153, *ante*.

² See p. 154, *ante*.

tween the carpenters' district councils and a local association of builders or master carpenters has broken down since the Master Carpenters in Boston declined to renew their agreement with the Boston Carpenters' District Council in 1909, and it is the general practice at the present time for the councils to present to their affiliated unions certain propositions or wage scales for their approval by referendum vote, and where these are approved the council sends formal notice to the employers within its jurisdiction stating that on and after a certain date the union will seek to establish certain working rules and rates of pay specified in the notice. These notices and working rules, however, are not in the nature of agreements and have not been so considered in this report.

(c) *Electrical Workers.*—Eight of the 24 unions of electrical workers in the State had agreements with employers and three of these had agreements with *all* employers within their jurisdiction. The total membership of the eight unions having agreements was 255, or less than one-fifth of the 1,500 organized electrical workers in the State. The agreements ordinarily included provisions relative to wages, hours of labor, and apprentices; in three cases they also included a closed shop provision and in two cases included a provision with reference to arbitration of disputes. The text of one of the agreements appears on pages 232 and 233.

(d) *Hoisting and Portable Engineers.*—Only three of the eight unions of hoisting and portable engineers in the State had agreements with employers, and in no case was the agreement signed by *all* employers within the jurisdiction of the union. The agreements included provisions relative to wages, hours of labor, and arbitration; in one case arbitration by the State Board.

(e) *Lathers (wood, wire, and metal).*—Of the 12 unions of wood, wire, and metal lathers in the State only one had an agreement with employers; but it was reported that *all* firms within the jurisdiction of the union had signed this agreement.

(f) *Painters, Decorators, and Paperhangers.*—Sixteen of the 59 unions of painters, decorators, and paperhangers in the State, which reported, had signed agreements with employers. Of these 16 unions only three had agreements with *all* employers within their jurisdiction, but 10 had agreements with more than one-half of the total number of employers. The aggregate membership of the 59 unions

reporting was 5,099 and of the 16 unions which had signed agreements with employers was 1,681. Ordinarily the agreements included provisions relative to wages and hours of labor; in several cases, however, the agreement called for a closed shop and in several cases also there were clauses providing for arbitration of disputes. A copy of an agreement appears on pages 259 to 263.

(g) *Plumbers, Steamfitters, Helpers, etc.* — Of the 32 unions of plumbers, steamfitters, helpers, etc., reporting, 12 had signed agreements with employers, and of these 12 seven had agreements with *all* employers within their jurisdiction and four had agreements with more than one-half the total number of employers. The aggregate membership of the 32 unions reporting was 2,227 and of the 12 unions having signed agreements was 615. Provisions with reference to wages, hours of labor, apprentices, arbitration, and closed shop are found in certain of the agreements.

(h) *Roofers.* — Only one of the four roofers' unions in the State reported having a signed agreement with employers, but in this case it was reported that the agreement had been signed by *all* employers within the jurisdiction of the union.

(i) *Sheet Metal Workers.* — Of the 14 unions of sheet metal workers only five reported having signed agreements with employers, and of these 5 two had signed agreements with *all* employers within their jurisdiction. These agreements ordinarily contain clauses relative to wages, hours of labor, apprentices, arbitration, and closed shop.

5. STONE WORKING TRADES.

A large proportion of the employees in this group of trades are organized under one of four distinct international unions: The Granite Cutters' International Association of America, the Quarry Workers' International Union of North America, the Paving Cutters' Union of the United States of America and Canada, and the Journeymen Stone Cutters' Association of North America. Of the 37 local unions in the stone working trades in Massachusetts, 35 answered the inquiries relative to agreements, and of these 35 all except six reported that they had entered into signed agreements with employers. In discussing the agreements the crafts may be considered separately.

(a) *Granite Cutters.* — The aggregate membership of the 21 unions reporting was 2,526, and of these unions 17, with an aggregate membership of 2,467, had signed agreements with employers, 10 unions having signed agreements with *all* employers within their jurisdiction. The agreements were quite uniform in character, the most of them containing provisions relative to wages, hours of labor, apprentices, closed shop, arbitration, and sanitary conditions.¹ The text of one of these agreements appears on pages 239 to 241.

(b) *Quarry Workers.* — All of the seven unions of quarry workers with an aggregate membership of 839 had signed agreements with their employers and six of the unions had agreements with *all* employers within their jurisdiction. A copy of an agreement, containing provisions relative to wages, hours, and arbitration, appears on page 266. One of the agreements contained an apprenticeship clause and another called for the closed shop.

(c) *Paving Cutters.* — Each of the four unions of paving cutters had a signed agreement with employers, and three of these agreements were with *all* employers within the jurisdiction of the union. In each case provisions relative to wages and arbitration were included and in two cases the hours of labor were prescribed.

(d) *Stone Cutters.* — Only one of the three unions of stone cutters had an agreement with employers, but in this case the agreement was signed by all employers within the jurisdiction of the union.

6. OTHER TRADES AND OCCUPATIONS.

(a) *Bakers and Confectioners.* — Eleven of the 15 unions of bakers and confectioners had signed agreements with employers, of which two had signed agreements with *all* employers and seven with more than one-half the number of employers within their jurisdiction. The aggregate membership of the 15 unions in the State was 880, and of the 11 unions having signed agreements was 624. The agreements were uniform in character following a form adopted by the International union and included provisions relative to wages, hours of labor, arbitration (in several instances by the State Board), closed shop, and union label. In several instances a clause was also included providing for sanitary conditions in the shops. An illustrative example of these agreements appears on page 177.

¹ See pp.135, 136, *ante*.

(b) *Barbers*. — Of the 34 unions of barbers in the State (representing an aggregate membership of 2,251), 15 unions, with an aggregate membership of 1,625, had signed agreements with master barbers, and of these 15 unions three had agreements with *all* employers within their jurisdiction and nine had agreements with more than one-half the number of employers. The agreements varied in character, but for the most part they provide for a closed shop and the use of a shop card; in several instances the number of apprentices was expressly limited. There appeared to be no provisions for arbitration in any case.

(c) *Bartenders*. — The number of unions of bartenders in the State was 29, of which number 27, with an aggregate membership of 3,475, answered the inquiries relative to agreements and 15 unions, with an aggregate membership of 2,941, reported that they had signed agreements with employers. These agreements appear to have been quite generally signed by employers, 12 unions having reported that they had entered into agreements with *all* employers within their jurisdiction. Generally clauses were included in the agreements providing for a closed shop and for the use of a shop card; in several instances a schedule of wages and hours of employment was also included and a clause providing for arbitration was also included in several of the agreements.

(d) *Brewery Trades*. — The bottlers and drivers and the brewery workmen are both organized under the International Union of the United Brewery Workmen of America, and for convenience are considered together because the agreements are rather uniform in character following a form adopted by the international union. All except one of the unions in this trade have signed agreements with their employers; thus eight of the nine unions of bottlers and drivers and each of the 10 unions of brewery workers have such agreements. The total membership of the eight unions of bottlers and drivers having signed agreements was 1,170 and of the 10 unions of brewery workers was 1,527. The agreements in most instances include clauses with reference to wages, hours of labor, arbitration (in several cases by the State Board), and closed shop. A copy of an agreement appears on pages 187 to 191.

(e) *Garment Trades*. — There are three international unions having affiliated local unions in the garment trades: The United Gar-

ment Workers of America, the International Ladies Garment Workers' Union, and the Journeymen Tailors' Union of America. The work performed by the members of these unions is for the most part on the piece-work basis, consequently the agreements had reference to the price lists for piece-work which the organized employees sought to establish in the trade. The locals affiliated with the two international unions of garment workers have been considered in a single paragraph, and those affiliated with the Journeymen Tailors' Union have been considered in a second paragraph following.

Of the 19 unions of *garment workers* representing 3,471 members, eight unions, having an aggregate membership of 2,190, had signed agreements with their employers, but in only one instance was the agreement signed by all employers. An endeavor is made by the organized garment workers to introduce their labels on ready-made and custom-made clothing; the securing of agreements with employers as to general conditions of employment is involved in the use by employers of the union label¹ on the product of their establishments. Recently attention has been given by the organized garment workers, particularly in New York City,² to health conditions in the shops in which they are employed.

Seven of the eight unions of *tailors and dressmakers* had signed agreements with all employers within their jurisdiction. The aggregate membership of the eight unions, however, was only 336 and of the seven unions having signed agreements, only 296. The agreements were hardly more than price-lists accepted by employers.

(f) *Teaming*. — Of the 36 local unions of teamsters and drivers in the State, representing 10,241 members, 21 unions, with an aggregate membership of 8,373, were reported as having agreements with employers. Seven local unions, with an aggregate membership of 1,932, had agreements with *all* employers within their jurisdiction; and nine, with an aggregate membership of 5,668, had agreements with more than half of the employers within their jurisdiction.

Eight of the 21 agreements reported were entered into by organizations of general teamsters, six by organizations of coal teamsters, and seven by organizations of the following special classes of team-

¹ For a discussion of the garment workers' union labels, see p. 132, *ante*.

² See under "Sanitary Conditions," pp. 134, 135, *ante*.

sters: Carriage drivers and chauffeurs; market and commission house teamsters; newspaper drivers and helpers; piano and furniture movers; stablemen and garagemen; transfer drivers and helpers; and milk wagon drivers. Of the 21 local unions having agreements 10 were in Boston and there was one in each of 11 other localities.

The teamsters' local agreements are usually of a somewhat uniform character and contain in most cases an article providing for reference of any disagreement between employers and employees to the State Board of Conciliation and Arbitration or to a local Board to be appointed by the two parties to the agreement.

The Constitution of the International Union, while not prescribing the form of local agreements, does provide that "... it shall be compulsory upon the Local Unions to forward a copy of the wage scale to the General President for his sanction before the same shall be presented to any employer," and it is further provided that "... if, in his opinion, the Local Union is warranted in presenting the wage scale to the employers, he shall request the General Executive Board to endorse the action of the Local Union; providing the Local Union uses all necessary endeavors to bring about a peaceable and satisfactory settlement by negotiation or arbitration."

(g) *Theatrical Stage Employees*.—Twelve of the 14 unions of theatrical stage employees reporting had signed agreements with employers and of the 12, four had signed agreements with all employers within their jurisdiction. The membership of the 12 unions having signed agreements was 921. The principal provisions in the agreements were those with reference to wages and hours of labor. In two cases there were clauses providing for the closed shop and arbitration of disputes.

B. LOCAL AGREEMENTS: BY LOCALITIES.

From a tabulation¹ of agreements by localities it appears that the proportion of unions having agreements in any locality is largely determined by the distribution by trades of the unions in that locality. This may be shown by citing the percentages of unions having

¹ See Table II on p. 280, *post*.

signed agreements of the total number of unions reporting in each locality. Thus in Haverhill, Brockton, Lynn, and Salem, where a majority of the unions are in the boot and shoe industry, the percentages of unions having agreements are respectively 76, 75, 62, and 57. In Fitchburg, where a large proportion of the unions were in steam railway service, the percentage of unions having agreements was 63. On the other hand, in Lowell, Lawrence, and New Bedford where a majority of the unions are in textile manufacturing (in which industry collective agreements are very rare at the present time) the percentages of unions having agreements were respectively 50, 37, and 29. In the cities in which the unions are fairly well distributed among the several trades and occupations the percentages of unions having agreements do not vary considerably from the corresponding percentage (43) for the State as a whole. The data relative to the number of agreements in the more important localities will be considered briefly in the following paragraphs:

Boston. — The distribution of unions by trades and occupations in Boston is quite general, and as no trade in which there are numerous agreements is highly represented in the city the percentage (45) of unions having agreements compares very closely with the corresponding percentage (43) for the State as a whole. Of the 260 unions in Boston which answered the inquiries relative to agreements 116 had signed agreements, of which number 50 were with *all* employers within the jurisdiction of the respective unions, 24 were with more than one-half the number of firms, 15 with less than one-half, and in 27 cases the proportion of firms was not stated.

Worcester. — In this city, as in Boston, the distribution of unions by trades and occupations was quite general and the percentage (46) of unions having agreements was comparatively low. Of the 59 unions reporting 27 had agreements, of which 15 were with *all* employers within their jurisdiction.

Springfield. — The percentage (40) of unions having agreements in Springfield (a city in which the distribution of unions by trades and occupations was quite general) was even lower than in Boston and Worcester. The number of unions answering the inquiries was 57, of which number 23 had agreements, and of these 13 had agreements with *all* employers within their jurisdiction.

Brockton. — In this city, in which a large proportion of the unions were engaged in boot and shoe manufacturing, 36, or 75 per cent of

the 48 unions reporting, had signed agreements with employers. In Brockton also there was a comparatively large number of unions in other occupations which had agreements with employers. Apparently the success of the Boot and Shoe Workers' arbitration agreement¹ in producing industrial harmony served to induce unions in other occupations to adopt a policy of entering into agreements with employers.

Haverhill. — Of the 29 unions in Haverhill, 22, or 76 per cent, had agreements with employers. This percentage was the highest for any city in the State, but is only one point higher than the corresponding percentage (75) for Brockton. In Haverhill there are a large number of unions in boot and shoe manufacturing, nearly all of which had agreements with the manufacturers, consequently the percentage was unusually high.

Lynn. — As in Brockton and Haverhill, a large proportion of unions in Lynn were in the boot and shoe industry, consequently the proportion of unions which had agreements was comparatively high, namely, 62 per cent. Of the 55 unions which reported, 34 had signed agreements with employers, and of this number 12 had agreements with *all* employers within their jurisdiction.

Other Cities and Towns. — For cities other than those considered above the following data² may be presented: In Lowell, out of 42 unions reporting, 21 unions, or 50 per cent, had agreements with employers; in Fitchburg, out of 27 unions reporting, 17, or 63 per cent, had agreements; in Salem, 17 out of 30 unions, or 57 per cent; in Fall River, 14 out of 37, or 38 per cent; in Holyoke, 14 out of 34, or 41 per cent; in Lawrence, 14 out of 38, or 37 per cent; in North Adams, 13 out of 23, or 57 per cent; in Quincy, 12 out of 25, or 48 per cent; in New Bedford, 11 out of 38, or 29 per cent. Of the 257 unions in all other cities and towns of the State, 86, or 34 per cent, had agreements with employers. These other cities and towns were principally those having a small population and in which there were comparatively few unions. In such localities, in which usually the industries are not so well organized, the percentage of unions having agreements is found to be considerably less than the percentage (43) for the State as a whole.

¹ A statement with reference to the Boot and Shoe Workers' arbitration agreement appears on pp. 139-141, 308.

² For information in detail, see Table II on page 280, *post*.

V.

EXAMPLES OF COLLECTIVE AGREEMENTS IN CERTAIN OCCUPATIONS.

ALLIED PRINTING TRADES COUNCIL.

Bookbinders' Union, No. 16; Bindery Girls' Union, No. 56; Cambridge Bookbinders' Union, No. 204; Electrotypers' Union, No. 11; Mailers' Union, No. 1; Cambridge Typographical Union, No. 61; News Writers' Union, No. 1; Franklin Association, No. 18; Printing Pressmen's Union, No. 67; Photo-Engravers' Union, No. 3; Stereotypers' Union, No. 2; Typographical Union, No. 13; Web Pressmen's Union, No. 3.

Rules of the Union Label.

This is to certify, that label No. ... has been granted to
..... in accordance with the following agreements:

1. All compositors, pressmen, stereotypers, electrotypers and mailers, press feeders, book binders, bindery girls, web pressmen, newspaper writers and photo-engravers, must be members of their respective unions, their scales of prices paid, and apprentice laws complied with.

2. Labels must not be loaned, electrotyped, or duplicated in any manner. (This practice of engrafting duplicates on imprints is strictly forbidden.) All necessary labels will be furnished by the Allied Printing Committee and a written acknowledgment taken thereof.

3. In any office where label is granted, no member of affiliated organization in the A. P. T. C. will be permitted to do any work aside from the technical or mechanical work of his own particular trade or calling.

4. Labels shall be numbered in consecutive order, and no label will be permitted on a job without label number.

5. With the further understanding that if sent out to an outside press-room for the press-work, that the office number of that press-room shall likewise appear alongside of the composition number, thus ensuring the proper use of the label.

6. The label must not be used on any partisan or political printing, excepting in an imprint, and said imprint shall be the bottom line, and shall be disconnected from the body of the work by a rule.

7. Paintings of the label for sign purposes are permitted.

8. The Allied Printing Trades Committee reserves the right to withdraw the label at any time.

9. No label composition shall be printed in a press room not in possession of the label.

10. No label printing shall be bound in a bindery not in possession of the label.

11. These rules must be lived up to under penalty of forfeiture of the label.

BOSTON, ... 19 ..

For.....

(Name of Firm)

For the Allied Printing Trades.....

(Name of Representative)

This label is registered, and all infringements will be punished according to law.

BAKERS.

Agreement between Employers and Bakers' Union No. 180 of Brockton. — In effect 1906.

OFFICIAL PRICE LIST.

I, the undersigned, do hereby agree to the following Schedule of Wages and Rules, for:

No. 1. Night Workmen.

Foremen to receive not less than \$20 per week.

Second Hands to receive not less than \$18 per week.

Underhands to receive not less than \$16 per week.

No. 2. Day Workmen.

Foremen to receive not less than \$20 per week.

Second Hands to receive not less than \$18 per week.

Underhands to receive not less than \$15 per week.

No. 3. Nine hours to constitute a day's work.

No. 4. Six days of 54 hours to constitute a week's work.

No. 5. Forty cents per hour to be paid for all overtime.

No. 6. All overtime to be entered by the foreman.

No. 7. No boarding with the employer.

No. 8. Only one boy to be employed in each shop.

No. 9. No day worker shall start work before 5 o'clock A.M.

No. 10. No night worker shall start work before 5 o'clock P.M., except dough-makers.

No. 11. In all cases none but members in good standing in Bakery and Confectionery Workers' International Union of America shall be employed.

No. 12. In employing help, members of Local No. 180, shall be given the preference if capable, through the Labor Agent.

No. 13. We will not under any consideration cause or sanction any lockout of Journeymen Bakers of Local No. 180 while this agreement is in force.

This agreement shall remain in force until Thirty days notice,
prior to expiration, is required to alter or amend this contract.

If any clause of this agreement is broken we shall forfeit the Label¹ of the B. & C. W. Int. Union of America.

We the undersigned do hereby agree to the following articles for Local 180:

No. 1. We shall furnish competent help when required.

No. 2. We shall furnish labels¹ to employers free of charge, two week's supply at one time only, as long as contract is fully lived up to.

No. 3. And that Local No. 180, shall not cause or sanction any strike while this contract is in force. All questions in dispute which cannot be mutually agreed upon, shall be submitted to a Board of Arbitration mutually agreed upon, or the State Board of Arbitration.

No. 4. This agreement shall remain in force until Thirty
days notice, prior to expiration, is required to alter or amend this contract.

.....

¹ All union Bread Labels are furnished by this union free of charge to the Master Bakers, the foreman of each shop having charge of them.

Bakers.**COMBINATION LABEL¹ AGREEMENT.**

This Agreement, made this _____ day of _____, between Local Union No. _____ of the Bakery and Confectionery Workers' International Union of America, and _____

Witnesseth:

That said union has agreed and does hereby agree to furnish on written order from time to time, so long as the employment agreement now existing between the parties hereto, remains in force, a sufficient number of labels of the Bakery and Confectionery Workers' International Union of America, to properly label all the product of said Master Baker during said time; but not at any time furnish more labels than is sufficient for two weeks product, and thereby authorizes said Master Baker to use the labels so provided, subject to the provisions of the local and International constitutions of said unions.

The said Master Baker agrees to pay for all labels printed in accordance with orders delivered by him to the secretary of the said local union, immediately upon arrival of such labels at the office of said local union.

In case of the termination of the said employment agreement by lapse of time, or in case of violation of its terms by said Master Baker, or otherwise, the said local union shall retain all such labels not then delivered to said Master Baker, and said Master Baker forthwith deliver to said local secretary all such labels then in their possession, and shall desist from further use of such label and from the use of any similar label.

The labels to be furnished under this agreement, shall be what is termed "Combination Labels" that is, the label of the said Bakery and Confectionery Workers' International Union of America, and the card of said Master Baker printed in connection therewith.

In no event shall the local or International Union be required to refund any moneys for such labels by said Master Baker.

The price to be paid for such labels shall be
Local Union No. _____

BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA.

BARBERS.

Agreement between Local 182, Journeyman Barbers' International Union of America, of Boston, and Employers. — August 1, 1910, to August 1, 1911.

WORK DAYS AND WAGE SCALE OF THE JOURNEYMEN BARBERS' UNION, LOCAL 182.

SECTION 1. The hours of labor to be from 7.30 A.M. to 8 P.M., excepting Saturdays, when the hours shall be from 7 A.M. to 11.00 P.M.

SECTION 2. Journeymen shall have one half day off in each week or the whole day in two weeks, excepting said day comes in a holiday week, in which case he shall take the day off the following week.

One hour is to be allowed for dinner and one half-hour for supper.

SECTION 3. Journeymen shall not work on July 4th and Christmas, unless said days fall on Saturday or Monday, in which case they shall work until 12.00 noon, and shall work on all other holidays until 12.00 noon.

Journeymen shall not work on Labor Day.

¹ Combination Labels, i.e., union labels with advertisements of the Master Bakere, are sold to the Master Baker, according to agreement.

Barbers.

Journeyman shall work until 10.00 P.M. the night before a Holiday, excepting the Holiday they do not work, then they work until 11.00 P.M. the night before.

SECTION 4. The minimum wage shall be \$12.00 per week and one-half receipts over \$20.00. Journeymen's pay for Saturday shall not be less than \$4.00.

The above to go into effect for One Year from August 1st, 1910.

IN WITNESS WHEREOF, I have affixed my signature to the agreements required, this.....day of.....19.....

[LOCAL SEAL.]

.....
(Signature of Person Making Agreement.)

Attest:

.....
Cor.-Fin. Sec'y of Local.

Endorsed by the Boston Central Labor Union.

Agreement Governing Display of Union Shop Cards.

.....19.....
(City and Date.)

To whom it may concern:

I,.....do hereby agree that in consideration of being allowed to display Union Shop Card No.....of the Journeymen Barbers' (Give No.)

International Union of America, in my Barber Shop, No.....
(Give Street and No.)

Street, that I will comply with all the conditions imposed in the "Rules Governing Shop Cards" which are printed on the back of said Union Shop Card.

I also agree, that the Union Shop Card is now, and shall remain the property of the Journeymen Barbers' International Union of America and that it is loaned to me only during such time as the conditions imposed are fulfilled by me, and further, said Union Shop Card not being my property, I have no right to sell the same nor transfer it to any person, nor place, except as duly authorized in the "Rules Governing Shop Cards."

IN WITNESS WHEREOF, I have affixed my signature to the three agreements required, this.....day of.....19.....

[LOCAL SEAL.]

.....
(Signature of Person Making Agreement.)

Attest:

.....
(Cor.-Fin. Sec'y of Local.)

N.B. — Cor.-Fin. Sec'y's must see that this agreement is filled out in full before delivering any shop card. Failure to comply will be considered a violation of the Constitution of the J. B. I. U. of A.

BARTENDERS.

Agreement between the Local Union No. 99, Hotel and Restaurant Employees and Bartenders' International League of America, of Fall River, and the Fall River Liquor Dealers' Association, November 1, 1911, to January 1, 1913.

This agreement entered into, this, the day of 191 , by and between Local 99 of the Hotel and Restaurant Employees and Bartenders'

Bartenders.

International League of America, as party of the first part, and the Fall River Liquor Dealers Association of Fall River, as party of the second part, witnesseth:

FIRST: Local 99 agrees to use all its influence with organized labor and its friends to have them patronize only such places as are a party to this agreement and to do all in its power to further the interests of the party of the second part.

SECOND: It shall be part of this agreement that the Fall River Liquor Dealers Association employing extra bartenders shall give preference to members of Local 99.

THIRD: The party of the second part shall cause a Union Card to be displayed in a conspicuous place on the premises, said card to remain the property of Local 99, subject to return upon demand.

FOURTH: The party of the second part does hereby agree to employ as bartenders none but union men in good financial standing with Local 99 of the Hotel and Restaurant Employes and Bartenders' International League of America, or the party of the second part shall have the right to employ, should they so desire, men as bartenders, who shall file application and forward same with initiation fee to the secretary of Local 99, Fall River, Mass. Should the applicant be rejected by Local 99 for causes detrimental to organized labor or other just causes, and should the parties fail to agree as to the causes, the grievance shall be settled as per Section 7. Pending the settlement of such grievance the applicant shall not be allowed to work, providing a decision is not rendered within (48) forty-eight hours.

FIFTH: There shall be maintained by Local 99, an Employment Agency, where, upon application to the Secretary or Business Agent, a list of members in good financial standing and who are unemployed who can be secured by members of the Fall River Liquor Dealers Association.

SIXTH: Causes for discharge are drunkenness, negligence, incapability, dishonesty toward employers or their authorized agents.

SEVENTH: Grievances or differences between Local 99 and the Fall River Liquor Dealers Association, if they cannot be adjusted between a committee from Local 99 and a committee from the Fall River Liquor Dealers Association shall be referred to an arbitration committee, consisting of four members, two (2) of whom shall be appointed by Local 99, two (2) by the Fall River Liquor Dealers Association, these four men, after a reasonable period of time, if they cannot agree on matters pending, proceed to select a fifth man.

EIGHTH: This agreement shall cover all first and fourth class liquor dealers and inn holders.

NINTH: This contract to remain in force until, continuing annually, unless notice has been given by either party, thereto, three months before of any year, and specifications of any proposed changes shall be submitted at least 60 days prior to

.....
*Local 99 — Hotel and Restaurant Employes and
 Bartenders' International League of America.*

.....
Fall River Liquor Dealers Association of Fall River, Mass.

BOILERMAKERS.

*Agreement between Boston and Maine R.R. and Boilermakers and Helpers—
In effect May 28, 1910.*

Section 1.

Nine (9) hours shall constitute a day's work and eight (8) hours Saturdays.

Section 2.

All time over the regular hours, including Sundays and holidays, shall be paid for at the rate of time and one-half.

When men are called from their homes to work overtime and such work shall continue for three hours and twenty minutes or less, the men shall receive therefor five hours pay.

Section 3.

No boilermaker or helper shall be compelled to go into a hot firebox when there is steam pressure on the boiler, nor be asked to enter a front end when there is a fire in the box.

Section 4.

An increase of two and one-half ($2\frac{1}{2}$) cents per hour for Boilermakers and one and one-half ($1\frac{1}{2}$) cents per hour for Helpers over the hourly rate as now paid, will be effective May 29th, 1910.

Section 5.

Boilermakers' work is defined as follows: cutting apart, marking off, laying out, and building work pertaining to steam, water, air and oiltight sheet and plate work from number sixteen gauge iron or steel and upward; boiler inspection and testing, flanging, patching, riveting, chipping, caulking, and tube work.

Section 6.

In case of discipline, right of appeal will be granted if exercised within ten (10) days. If the investigation finds the accused blameless, his record will remain as previous thereto and he shall be re-instated and receive pay for all time lost.

Section 7.

Electric lights will be furnished the boilermakers in shops and enginehouses where it is practicable to provide for the same, for use in fireboxes. Boilermakers and helpers while away from home shop at work will be paid actual expenses promptly.

Section 8.

In case of a decrease in business and the company finds they have to reduce their help, everything being equal the oldest boilermaker and helper in service to be retained.

Section 9.

In case either the company or the Boilermakers employed by them wish to change this schedule, a notice of thirty (30) days will be given of the proposed changes.

(Signed)

.....		
.....		
.....		

BOOT AND SHOE CUTTERS.

Agreement between Employers and Boot and Shoe Cutters' Assembly No. 3662, Knights of Labor, of Lynn. — In effect June, 1911.

It is hereby agreed between the firm of.....and Boot & Shoe Cutters' Assembly No. 3662, K. of L., that any differences that may arise between the firm of.....and the cutters in their employ which cannot be mutually adjusted between the firm and a representative of Boot & Shoe Cutters' Assembly 3662, K. of L., shall be referred to the State Board of Conciliation and Arbitration for decision (or, to some local board made up as follows: Each side shall select a person and these two shall select a third person for decision) and their decision shall be binding upon all parties to this agreement.

It is further agreed that pending the discussion and the decision of any or all differences or disputes between the parties to this agreement, there shall be no lock-out, strike, stoppage or cessation of work by the employer or employee on account of such differences.

It is further agreed in keeping with the spirit and letter of this agreement and to further guarantee the observance of the same that the firm of.....shall employ in the department covered by this contract only members of Boot & Shoe Cutters' Assembly 3662, K. of L. in good standing.

It is hereby agreed that the present prices paid by.....are to remain in force for a period of one year providing the same class of goods continues to be made by said firm.

This agreement shall remain in force for a period of one year from this date and for such further periods of time as may be mutually agreed upon.

(Signed)

.....

For L. A. No. 3662, K. of L.

BOOT AND SHOE WORKERS.*Union Stamp Contract.*

Agreement entered into this.....day of 19 by and between shoe manufacturer of hereinafter known as the Employer, and the Boot and Shoe Workers' Union, with headquarters at 246 Summer St., Boston, Mass., hereinafter known as the Union, witnesseth:

FIRST. The Union agrees to furnish its Union Stamp to the Employer free of charge, to make no additional price for the use of the Stamp, to make no discrimination between the Employer and other firms, persons or corporations who may enter into an agreement with the Union for the use of the Union Stamp, and to make all reasonable effort to advertise the Union Stamp, and to create a demand for the Union Stamped products of the Employer, in common with other employers using the Union Stamp.

SECOND. In consideration of the foregoing valuable privileges, the Employer agrees to hire as shoe workers, only members of the Boot and Shoe Workers' Union, in good standing, and further agrees not to retain any shoe worker in his employment after receiving notice from the Union that such shoe worker is

Boot and Shoe Workers.

objectionable to the Union, either on account of being in arrears for dues, or disobedience of Union Rules or Laws, or from any other cause.

The Employer agrees that there shall be no discrimination against any member of the Union because of his or her activity in Union affairs.

THIRD. The Employer agrees that he will not cause or allow the Union Stamp to be placed on any goods not made in the factory for which the use of the Union Stamp is granted, and the Employer agrees that it will be a violation of this contract to use the Union Stamp or Stamps in any other place than the particular factory for which the use of the Stamp is granted.

FOURTH. It is mutually agreed that the Union will not cause or sanction any strike, and that the Employer will not lock out his employees while this agreement is in force.

All questions of wages or conditions of labor, which cannot be mutually agreed upon, shall be submitted to the Massachusetts State Board of Conciliation and Arbitration.

The decision of this Board of Arbitration shall be final and binding upon the Employer, the Union, and the employees.

The Employer agrees that where a change of system or method is made, he will notify the Local Union affected and endeavor to mutually agree upon a price to be paid. Failing to agree the matter shall be arbitrated, and the decision rendered shall date from the time of change in system or method.

In the event of the Employer or Local Union, or a duly authorized agent, giving written notice to the General President of their desire to refer to arbitration any matter in dispute, relative to wages, conditions of employment, interpretation of contract, or any other difference of opinion, he shall insist that the application for same shall be signed within seven days from his receipt of said notice. Failure of either party to comply with this clause shall constitute a direct violation of this contract.

FIFTH. The Union agrees to assist the Employer in procuring competent shoe workers to fill the places of any employees who refuse to abide by Section FOUR of this agreement, or who may withdraw or be expelled from the Boot and Shoe Workers' Union.

SIXTH. The Employer agrees that the regularly appointed collectors, or business agents acting in the capacity of collectors, shall not be hindered or obstructed in collecting dues from members working in the factory.

SEVENTH. The Employer agrees that the General President of the Union, or his deputy upon his written order, may visit the employees in the factory at any time.

EIGHTH. The Employer agrees that the Union is the lawful owner of the Union Stamp, and the Employer agrees not to make or cause to be made any Union Stamp or Stamps, and it is further agreed that the Union will furnish free of cost, all Stamps necessary to be used under this agreement.

NINTH. The Union agrees that no person except the General President, or his deputy upon his written order, shall have the right to demand or receive the Union Stamp from the Employer.

TENTH. Should the Employer violate this agreement, he agrees to surrender the Union Stamp or Stamps in his possession to the General President or his deputy, upon his written order, and that the said General President, or his

Boot and Shoe Workers.

deputy, may take said Stamp or Stamps, wherever they may be, without being liable for damages, or otherwise.

ELEVENTH. In case the said Employer shall for any cause fail to deliver the said Stamp or Stamps to the General President, or his deputy, as provided in this agreement, the Employer shall be liable to the General President in the sum of two hundred (200) dollars, as liquidated damages, to be recovered by the General President in an action of contract, brought in the name of the General President, for the benefit of the Union, against the Employer.

TWELFTH. This agreement shall remain in force until..... Should either party desire to alter, amend or annul this agreement, it shall give a written notice thereof to the other party three months before expiration of the agreement; and if the parties fail to give such notice, the agreement shall continue in force for another year, and so on from year to year until such notice is given.

THIRTEENTH. In case the Employer shall cease to do business, or shall transfer its business, or any part thereof, to any person or persons, or corporation, this agreement shall be ended, and the Stamp or Stamps shall be returned to the General President forthwith, without demand from the Union, when a new agreement, of similar tenor to this, may be entered into between the Employer and the General Executive Board of the Boot and Shoe Workers' Union.

(Signed)

By.....
For the Employer.

By.....
For the Union.

BOTTLERS AND DRIVERS.

Agreement between Bottlers' and Drivers' Union No. 119 of the International Union of the United Brewery Workmen of America and the Bottling Proprietors of Lawrence, April 1, 1912, to April 1, 1915.

ART. 1. — None but members of Local Union No. 119 holding a good standing card shall be hired and employed in the Bottling Establishments whether working day or night.

ART. 2. — Nine in ten consecutive hours shall constitute a day's work, one hour being allowed for dinner, the regular day's work shall not commence before 7 A.M. nor later than 9 A.M.

ART. 3. — When requested to work overtime no man shall refuse; for Sundays or Legal Holidays they shall receive pay for double time.

ART. 4. — In case of prolonged sickness of any Employee he shall be entitled to his former position after regaining his health.

ART. 5. — In case of slack business as many men as necessary may be laid off alternately, not longer than one week or less than one day at a time, all men taking their turn, and it is expressly agreed and understood that there shall be no laying off for any fractional part of a day to compensate for overtime.

ART. 6. — No man shall be discharged without sufficient reason from said employer, said reason to be given on demand of the discharged employee.

ART. 7. — Arbitration. Grievances or differences between employers and employees, if they cannot be adjusted between a Committee of the Employees of the establishment and Employers, shall be laid before an Arbitration Committee,

Bottlers and Drivers.

consisting of five (5), two (2) of whom shall be appointed by the Employer, two (2) by the Union, and the fifth by the four men so appointed who will be a disinterested party, whose decision shall be binding on both parties.

ART. 8. — No workman shall be discharged or discriminated against for working in the interest of the Union but the Employer shall be notified as to how long the Employee will be absent but however shall receive no pay for the time he is absent.

ART. 9. — No help shall be hired upon the recommendation of a customer.

ART. 10. — Teamsters or Helpers handling or delivering the bottled goods shall belong to Local Union No. 119 of the International Union of the United Brewery Workmen.

ART. 11. — Foremen employed in Bottling Establishments shall not do work belonging to members of the Union.

ART. 12. — Minimum Scale of Wages for:

Drivers of double teams not less than \$16 per week.

Drivers of single teams not less than \$14 per week.

Helpers on double teams not less than \$14 per week.

Bottlers not less than \$14 per week.

Stablemen not less than \$14 per week.

Inside help in shop not less than \$13 per week.

Chauffeurs same as at present, \$15 for large truck, \$14 for light truck.

For a week's work of 54 hours or 9 hours per day.

ART. 13. — All overtime over nine hours shall be paid for at the rate per hour of 35 cents for Drivers and 35 cents per hour for inside help.

ART. 14. — No present pay shall be reduced.

ART. 15. — Stablemen: 54 hours shall constitute a week's work, and three (3) hours for Sundays and Holidays, and all overtime to be 35 cents per hour.

ART. 16. — This Contract shall remain in force until April 1st, 1915, and to continue annually until the next contract is signed, unless thirty days' notice has been given by either party before the first of April of any one year thereafter.

Signed for Local Union, No. 119.

.....

Signed for the International Union,
 U. B. W.

.....

Signed for the Proprietors.

.....

BOXMAKERS.

Agreement between Cigar Box Manufacturers and Local 201, Amalgamated Woodworkers International Union of Boston, October 1, 1911 to October 1, 1913.

ARTICLE I.

It is mutually agreed between the said parties that the parties of the first part shall hire and discharge their own help. Workmen so being hired shall

Boxmakers.

have the working card of the Woodworkers Union or make application for membership at the next regular meeting of said Union. It is also agreed that members in good standing in the said Union shall be given the preference over Non-Union men.

ARTICLE II.

It is further agreed that fifty (50) hours shall constitute a week's work. Work shall cease at 12 noon on Saturday of each week.

ARTICLE III.

The parties of the first part agree to pay for all overtime at the rate of time and a half. This includes work on legal holidays and after regular hours.

ARTICLE IV.

It is mutually agreed that no work shall be performed on Labor Day.

ARTICLE V.

The minimum scale of wages per week shall be as follows:

Dept. Foreman, ...	\$19 00	Woodprinters-Compositor, ...	\$17 00
Sawyers, ...	15 00	Woodprinters, ...	15 00
Trimmers, ...	15 00	Nailer-Singler, ...	14 00
Planers, ...	15 00	Nailer-Framer, ...	13 00
Woodpickers, ...	13 00	Nailer-Bottom, ...	13 00
Shipper, ...	13 00	Nailer-Top, ...	12 00
Hinger, ...	13 00		

ARTICLE VI.

It is mutually agreed that all rated positions shall be filled by men who are members of the Woodworkers Union; said men shall receive the scale of wages as specified in Article V. respectively.

ARTICLE VI. NOTE.

It is mutually agreed that in case of a vacancy arising the parties of the first part shall give the members a chance to advance to a higher rating, and if an extra man is required he shall start on the Top Nailer under the following conditions: That for the first six months his pay shall be \$8.00 per week; second six months it shall be \$10.00 per week, and after the first year he shall receive the scale of wages as above stated.

ARTICLE VII.

Parties of the first part agree that any workman now receiving more than the above wages shall not be subjected to a reduction by the action of this scale.

ARTICLE VIII.

The parties of the first part shall not hold any grievance against any employee, acting in the capacity of shop steward in discharging his duties as such, in the factory of the parties of the first part.

Boxmakers.**ARTICLE IX.**

It is mutually agreed that in case of dispute arising, two representatives from the employer and two from the employees appointed by the Union, shall endeavor to make a satisfactory settlement. In case no satisfactory settlement can be made by this method, then it is agreed that the dispute shall be referred to the State Board of Conciliation and Arbitration.

ARTICLE X.

The parties of the second part hereby agree to grant the parties of the first part the use of the Amalgamated Woodworkers International Union label, to be used by the parties of the first part as follows:

A.—Said parties of the first part may use labels on any boxes made by them for firms who are recognized by the International Cigar Makers Union of America.

B.—That they shall not use it on boxes for firms that do not make Union Cigars.

ARTICLE XI.

It is mutually agreed that the terms of this agreement shall remain in force for two years; if any change is desired by either party the proposed change shall be submitted in writing to the other thirty days prior to the expiration of this agreement, the parties hereto shall meet to consider terms for a new agreement, and for such further time as the parties may mutually agree upon.

Agreement to expire

Signed and executed by

For the Firm

for the Amalgamated Woodworkers Union Local 201.

BREWERY WORKMEN.

Agreement between the Proprietors of Boston Breweries and Local Unions 14 and 29 of Boston, International Union of the United Brewery Workmen of America, March 6, 1911, to March 1, 1913.

ARTICLE I.

None but members of the International Brewery Workmen's Union, in good standing of local Unions 14 and 29, shall be employed in the manufacturing of beer, ale or porter, handling or delivering of same, hauling of empty packages and materials used in manufacturing, except in cases of emergency, when the employer is obliged to make immediate deliveries of ale, beer or porter, or in case the employer is in immediate need of material used in the manufacturing of empty packages, he shall have the right to employ outside teams to so deliver, handle or haul such ale, beer, porter, material or empty packages, provided the drivers of such teams shall be members in good standing of any recognized teamsters' union. When the union has been applied to and cannot furnish outside men to equip teams employers may put inside men temporarily on teams. Material purchased on the terms F. O. B. brewery premises, shall be exempt from the provisions of this article.

Brewery Workmen.**ARTICLE II.**

In case of sickness of, or accident to any employee, he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he applies within six (6) months.

ARTICLE III.

Extra help may be employed when needed, and shall not be considered as regular employees, but any man who works five (5) months continuously in any brewery, shall be entitled to lay off one (1) week with the regular men in said brewery or stable. Any man who works eight (8) months in succession shall be considered a regular employee, and entitled to alternate with the regular men.

ARTICLE IV.

In case of slack business as many men as necessary may be laid off in equal rotation, not longer than one week at a time, all men taking their turn, except the first man in each department.

ARTICLE V.

Each workman shall have the right to board and live where he chooses, and no help shall be hired on the recommendation of customers.

ARTICLE VI.

Extra work done in and around the breweries shall only be performed by union men of their respective crafts.

ARTICLE VII.

Services done by employees in the interest of, and for the benefit of the Union, except where it interferes with the duties of the employees, shall not be cause of discrimination or discharge.

ARTICLE VIII.

No teamster shall be required to deliver hogsheads on route alone, and assistance shall be given to teamsters in the delivery of barrels on route when necessary. No man shall be required to pile full halves "three high" in the brewery.

ARTICLE IX.

When men have to change from cold to warm departments, and vice versa, they shall be allowed time to change their clothes.

ARTICLE X.

Only union-made malt shall be contracted for to manufacture beer, ale or porter.

ARTICLE XI.

One apprentice shall be allowed for every twenty-five employees, or a fraction thereof; such apprentice shall be instructed for two years in all the branches of the trade, and shall then become a member of the Union after having passed a satisfactory examination before the same. No apprentice shall work longer than

Brewery Workmen.

this agreement stipulates. The apprentice shall not be less than eighteen (18) nor more than twenty-two (22) years of age, and shall receive for the first year the sum of twelve (12) dollars per week, and for the second year fourteen (14) dollars per week.

ARTICLE XII.

Eight in nine consecutive hours shall constitute a day's or night's work for all men in the brewery, one hour being allowed for dinner. Nine in ten consecutive hours shall constitute a day's or night's work for all men in the stable department including men on teams, one hour being allowed for dinner. The regular day's work shall not commence before 7 o'clock A.M., unless in case of necessity, and in such cases where men are obliged to go to work before 7 A.M., arrangements shall be made for men to get their breakfast, excepting teamsters starting at 6 A.M. or later. Men taking two hours for meals shall work eight (8) in ten (10) consecutive hours. No man shall refuse to go to work before 7 A.M., if requested. Six (6) days or six (6) nights shall constitute a week's work.

ARTICLE XIII.

On Sunday, work shall be entirely suspended, unless absolutely necessary, and in case of such necessity, fifty (50) cents per hour shall be allowed for each hour. Regular nine hours' work done on Sunday shall not be considered as Sunday work and shall be paid at the rate of \$3.50 per day. Drivers and strikers shall clean the horses on Sunday morning without extra allowance, said cleaning shall be completed not later than 9 A.M. Drivers and strikers with the consent of the management when necessary shall have the privilege of arranging amongst themselves to do each others work on Sunday morning. Stablemen working on Sunday shall receive pay for same in accordance with the first paragraph of this article, by the hour or day as the case may be. Harnesses and wagons shall be cleaned when necessary during working hours.

ARTICLE XIV.

On legal holidays and election days, work shall be paid for at the rate of fifty (50) cents per hour, unless a full day's work is done, when regular rates shall be paid.

ARTICLE XV.

First man in cellar, at the rate of \$19 per week.

First man in fermenting room, at the rate of \$19 per week.

First man in brew house, at the rate of \$19 per week.

First man in wash house, at the rate of \$19 per week.

Men in cellar and fermenting room, at the rate of \$17 per week.

Men in wash house, at the rate of \$17 per week.

Men in brew house, at the rate of \$17 per week.

Night or day men in the brewery, eight (8) hours, six (6) nights or days per week, at the rate of \$17 per week.

Night or day men in stable, nine (9) hours, six nights or days per week, at the rate of \$17.50 per week.

If the regular stableman works seven days or nights at his option, \$3.50 shall be paid for the extra day or night.

Route drivers, nine (9) hours, at the rate of \$18.50 per week.

Brewery Workmen.

Depot drivers, nine (9) hours, at the rate of \$17.50 per week.

All depot drivers shall receive route drivers' wages when delivering to saloons for half a day or more.

Strikers, nine (9) hours, at the rate of \$15.50 per week.

First man in stable, nine (9) hours, six (6) days, at the rate of \$17.50 per week.

Other men in stable, nine (9) hours, six (6) days, at the rate of \$16 per week.

Other men working in breweries, not classified in above departments, at the rate of \$17 per week, excepting floor men who are now receiving \$17 or more, they shall receive \$18 per week.

ARTICLE XVI.

Trip strikers shall be hired by the day, and any striker driving a team for half a day shall receive drivers' wages.

ARTICLE XVII.

In the cellar, brew house, fermenting room, wash house and stable, one man shall be considered the head of the respective department, and shall receive pay accordingly.

ARTICLE XVIII.

Permanent employees and extra men shall do whatever work may be required of them, but in performing duties other than the regular work for which they are employed, they shall be paid the schedule rates for the work performed, but in no case shall the pay be reduced. No division of time shall be made for less than half a day. No outside man shall be required to work in cellar, fermenting room, mash floor, or to wash casks. In cases of double brewings, the man doing the second brew shall be entitled to first man's wages while on this work.

ARTICLE XIX.

When required to work overtime the pay shall be at the rate of fifty (50) cents per hour; no man shall refuse to work overtime. Men in their respective departments shall have equal shares of same as far as possible. Reasonable notices of all absence from work shall be given.

ARTICLE XX.

Pay day shall be weekly, and when pay day shall fall on holidays or on election days, the men shall be paid the day previous.

ARTICLE XXI.

Every man discharged by a subordinate officer shall, if he so desires, be given a hearing by the proprietor, president, or general manager. At such hearing the business agent of the union may be present.

ARTICLE XXII.

Cases of grievances or differences between employers and employees, including the discharge of men, if same cannot be settled by the representatives of the Union and the Employer, shall be submitted to arbitration as hereinafter described,

Brewery Workmen.

within ten days after request for arbitration by either side, a special committee consisting of five members, two (2) appointed by the employers, two (2) appointed by the Union, these four (4) selecting the fifth, who shall neither be interested in the brewing industry nor be a member of any labor organization, shall organize and begin hearings forthwith, decision to be made as promptly as possible; otherwise the arbitration shall be transferred immediately to the State Board of Conciliation and Arbitration. Both the employer and the Union shall abide by the decision of said special arbitration committee, or State Board of Conciliation and Arbitration, as the case may be, and pending such decision no strike or lockout shall be declared. .

ARTICLE XXIII.

No employees shall be required to work at varnishing, without the necessary safety appliances are furnished and utilized.

ARTICLE XXIV.

This contract is to take effect March 6th, 1911, and remain in force until March 1st, 1913, and continue annually unless notice has been given by either party thereto three (3) months before the first of March of any year, and specifications of the proposed changes shall be submitted at least sixty (60) days prior to March 1st.

For the proprietors:

.....

Chairman of Committee.

For local Unions 14 and 29:

.....

.....

For the International Union:

.....

International Secretary.

BRICKLAYERS.

International Agreement between Employers and the Bricklayers', Masons', and Plasterers' International Union of America.

Memorandum of Agreement between the firm of.....and the Bricklayers, Masons and Plasterers' International Union of America.

We, the firm of.....agree to work the hours, pay the wages and abide by the rules and regulations established or agreed upon by the Bricklayers, Masons, and Plasterers' International Union of the locality in which any work of our company is being done. In employing bricklayers, masons, and plasterers, preference shall be given to members of the Bricklayers, Masons, and Plasterers' International Union.

No change to be made in the hours and wages in any locality that would entail a financial loss to us without our being consulted upon the proposed change and agreeing to it.

Bricklayers.

In consideration of the foregoing, the Bricklayers, Masons, and Plasterers' International Union agrees that no stoppage of work or any strike of its members, either collectively or individually, shall be entered into pending any disputes being investigated and all peaceable means taken to bring about a settlement.

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CARPENTERS.

Agreement between Master Builders and Local Union 988, United Brotherhood of Carpenters and Joiners of America, of Marlborough. — In effect June 1, 1911.

The Master Builders do hereby agree and bind themselves to pay a minimum wage of forty-five (45) cents per hour.

The Master Builders do further agree that forty-five cents shall be the minimum wage paid per hour during the year beginning June 1, 1911.

The Master Builders further agree that forty-four (44) hours arranged as follows shall constitute a week's work; each week day eight hours, except Saturday, when four hours shall be worked in the morning of said day.

Should the Contractors ask the men to work over-time, the following wage will be charged; from quitting time to nine o'clock P.M., time and one half; after nine o'clock P.M. double time; Sundays double time; and double time for the following holidays; May 30th, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

And it is further agreed in consideration of such wages paid by the Master Builders and such hours of labor agreed to, that the Carpenters Local Union 988 agree on their part to allow all old men, namely those who are fifty years of age and members of said Union, to receive from the Master Builders such sum per hour or per day as may be mutually agreed upon between said old men and Contractors. And it is further agreed on the part of the Carpenters Union that the Master Builders shall have the right to discharge any man whom said Contractor or Contractors do not consider worth the increase in wages agreed upon above.

And as witness to the above and as evidence of our mutual agreement to the terms and conditions of said agreement, we, the undersigned Contractors or Master Builders and the Committee appointed by and acting with the consent of Local Union 988, hereby affix our signatures, the above agreement to be in effect on and after June 1, 1911, when signed by the Contractors and the Committee appointed by said Union.

CARPET UPHOLSTERERS.

Agreement between Employers and Local 109 of the Upholsterers International Union of North America, of Boston, September 15, 1911 to September 15, 1912.

Agreement made this.....day of.....A. D., 1911, to continue in full force and effect from the day of the date hereof until the thirty-first day of August, in the year one thousand nine hundred and twelve, by and between Boston Local 109 of the Upholsterers Int'l Union of North America, hereinafter known as the party of the first part, and.....of.....hereinafter known as the party of the second part:

WITNESSETH. — The party of the first part hereby agrees to furnish good competent and honest craftsmen from amongst its members upon the following

Carpet Upholsterers.

terms and conditions, to the said party of the second part during the life of this agreement, and

The party of the second part hereby agrees to employ only members of said Local, to do the particular work hereinafter mentioned, and only such members as are in good financial standing with said Local, and said party of the second part further agrees to pay such employees at rates not less than the following Schedule of Prices, and upon the following terms and conditions:

Time Work.

Clause 1. Regular carpet cutters minimum wage per week \$23.00.

Clause 2. Regular carpet layers, measurers and machine operatives, minimum wage per week \$19.50.

Clause 3. Carpet cutters engaged for season only, minimum wage per week \$26.00.

Clause 4. Carpet layers, measurers and machine operatives engaged for season only, minimum wage per week \$23.00.

Clause 5. The word "Season" to mean any period less than twenty-six consecutive weeks.

Clause 6. Eight hours to constitute a days work to be arranged between 8 A.M. and 5.30 P.M. Time and-a-half for overtime. Double time for Sundays.

Clause 7. Apprentices to be paid as follows:

1st year, per week \$9.00.

2nd year, per week \$12.00.

3rd year, per week \$15.00.

Clause 8. At the end of the third year apprentices to be considered journeymen and paid according to this schedule.

Clause 9. No person to be considered an apprentice until after he has served one year.

Piece Work.

Clause 10. Refitting old carpets, linoleums, mattings, yacht work, measuring, laying any goods containing less than 12 yards in the piece, minimum pay per hour, 50 cents.

Clause 11. Laying (flat spaces) brussels, tapestry, velvets, and wool (new or old), minimum price per yard, 4 cents.

Clause 12. Laying wiltons (flat space) new or old, minimum price per yard, 5 cents.

Clause 13. Laying stairs of 4-4 or covered, minimum price per yard, 16 cents.

Clause 14. Laying stairs of 3-4 goods or under, minimum price per yard, 12 cents.

Clause 15. Laying surrounds (any goods), minimum price per perimeter yard, 10 cents.

Clause 16. Laying oilcloths, printed linoleum and mattings, minimum price per yard, 6 cents.

Clause 17. Laying inlaid, plain 16-4 linoleum and cork carpet, minimum price per yard, 8 cents.

Clause 18. Laying linoleum or cork carpet cemented or pasted to concrete, marble or tirrazza floors, minimum price per yard, 25 cents.

Clause 19. Laying linoleum or cork carpet, cemented or pasted to wooden floors, minimum price per yard, 15 cents.

Carpet Upholsterers.

Clause 20. Piece work to be done after ten P.M. on week days yardage and a half.

Clause 21. Piece work to be done on Sundays or holidays double yardage.

Clause 22. Refitting old carpets, linoleum, mattings, yacht work, measuring and laying any goods containing less than 12 yards to the piece, to be done after ten P.M. on week days, per hour, 75 cents.

Clause 23. Work mentioned in the last clause to be done on Sundays or holidays, per hour, \$1.00.

Clause 24. Time lost by piece workers through no faults of the man, to be paid at the rate of, per hour, 50 cents.

Clause 25. Time workers required to travel to and from jobs outside of the regular hours of labor, to be paid for time spent in such travel at the rate of single time.

Clause 26. If required by such travel, to be on the road all night man to be furnished with meals and sleeping accommodations.

Clause 27. No member of the said party of the first part to be subject to a decrease in his wages or prices as a result of this agreement.

Clause 28. All carpet cutters, layers, measurers and machine operatives in the employ of the said party of the second part to be members of said Local 109.

Clause 29. All work on floor covering (new or old) contracted by the said party of the second part, to be done either within or without the city of Boston, if within New England, shall be performed by the members of said Local 109.

Clause 30. All work which consists of measuring, cutting, fitting or laying carpets, linoleums, oilcloths, mattings, and all other floor coverings, taking up carpets and all other floor coverings, drilling holes for pins and sockets, and fitting devices for the attachments of carpets, and all other floor coverings to wooden floors, shall be classified as carpet upholsterers work.

Clause 31. Any "carpet upholsterers work" performed by members of said Local 109 for which a specific price is not herein mentioned, the price is to be per hour, 50 cents.

IN WITNESS WHEREOF, We the aforesaid parties hereunto set our hands and to another instrument of like tenor, the day of the date herein first written.

.....

.....

Authorized agent to sign this agreement for said Local 109.

CLERKS — DRY GOODS.

Agreement between Employers and Local Union 605, Retail Clerks' International Protective Association, of Brockton, February 5, 1910, to February 28, 1914.

This agreement mutually entered into, this.....day of.....
1910, by and between the Retail Clerks' International Protective Association,
through their authorized agents,....., President,.....
Recording Secretary of Local 605, of the City of Brockton, and State of Massa-
chusetts, as parties of the First part and.....parties of the
Second part:

Clerks — Dry Goods.

WITNESSETH: That said parties of the First part, in consideration of the covenants and agreements hereinafter mentioned and mutually agreed upon by all parties, to be kept, done and performed, do hereby lease, until February 28th, 1914, to the said parties of the Second part one *Union Store Card* for the above named merchants, the property of, and issued by the Retail Clerks' International Protective Association.

Parties of the Second part agree to retain in their employ only members, or those who, if eligible, will become members within thirty days from the date of their employment, of Local No. 605, Retail Clerks' International Protective Association.

Parties of the Second part agree that their stores shall open at 8.30 o'clock A.M. on all working days, and close at the following time: — all day on the following legal holidays: — Washington's Birthday, Patriots Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day (if any of the above fall on Sunday then to be observed on Monday); at twelve o'clock noon Tuesdays during July and August, excepting the first Tuesday in July; at six o'clock P.M. on Mondays, Tuesdays, Thursdays and Fridays not specified above; at nine o'clock P.M. on Wednesdays not specified above; and at ten o'clock P.M. Saturdays not specified above; save and excepting one week immediately preceding Christmas, during which week parties of the Second part may close their stores at their own discretion.

No Clerk to be compelled to work more than nine hours as a maximum on any one Wednesday.

Each clerk to be given one day or its equivalent during the Brockton Fair.

The minimum weekly wage of a salesperson shall be six dollars, provided however this provision shall not be construed to affect apprentices in the millinery trade.

This contract shall extend beyond the period of time above mentioned at the mutual will of both parties; if either party desires to terminate this agreement at the expiration of said time it shall give six months written notice to that effect, and the same notice for a termination at any time, subsequent to said time.

Parties of the Second part agree that no member of Local 605 above referred to, shall suffer any loss of wages on account of this agreement. Parties of the Second part agree that they will not use Trading Stamps.

Parties of the First part agree to advise all labor organizations in the City of Brockton, State of Massachusetts of the action of the Second parties signing this agreement, and

IT IS FURTHER AGREED by all parties, that the interests of each shall be mutually taken care of and advanced, and that any violation of the foregoing stipulations shall be sufficient cause for the surrender of the Union Store Card.

RETAIL CLERKS' INTERNATIONAL PROTECTIVE ASSOCIATION.

By.....

President.

.....
Recording Secretary, Local 605.

By.....

Employers.

CLERKS — GROCERY AND PROVISION.

Agreement between Grocery and Provision Dealers and Lynn Grocery and Provision Clerks' Association, November 1, 1911, to November 1, 1912.

This agreement, mutually entered into this first day of November, A.D. 1911, by and between the Lynn Grocery and Provision Clerks' Association, through their authorized agents,....., President, and....., Secretary of the Lynn Grocery and Provision Clerks' Association, of the City of Lynn and State of Massachusetts, as parties of the first part, and..... of the City of Lynn and State of Massachusetts, as part..... of the second part.

WITNESSETH: That said parties of the first part in consideration of the covenants, agreements hereinafter mentioned and mutually agreed upon by all parties, to be kept, done, and performed, do hereby lease for the period of one year to the said part..... of the second part, The Lynn Grocery and Provision Clerks' Association Store Card, the property of and issued by The Lynn Grocery and Provision Clerks' Association.

Part..... of the second part agree to retain in..... employ only members, or those if eligible who will become members within 30 days from the date of their employment, of The Lynn Grocery and Provision Clerks' Association.

It is further understood and agreed that the hours during which the parties of the first part shall be required to work for the part..... of the second part, shall be as follows, except as otherwise hereinafter provided:

ARTICLE I. Weekdays. — Monday, Tuesday, and Wednesday, not later than 6.30 P.M. Thursday, not later than 12.30 P.M. Friday, not later than 7 P.M. Saturday, not later than 9.30 P.M.

If any of the parties of the first part are required by the part.... of the second part to go to work before 6.30 A.M., such parties of the first part shall be allowed time out for breakfast equivalent to the length of time before 6.30 A.M. that they are required to work.

ARTICLE II. Holidays. — No work shall be performed by parties of the first part on the following holidays: Thanksgiving, Christmas, 1911, Washington's Birthday, Patriots' Day, Memorial Day, Bunker Hill Day, Independence Day, Labor Day, and Columbus Day, 1912.

In Thanksgiving week in the year 1911, the parties of the first part shall work the Tuesday and Wednesday evening before Thanksgiving until 9.30 P.M.

In the week preceding Christmas in the year 1911 the parties of the first part shall work Thursday until 6.30 P.M., also Friday and Saturday evenings until 9.30 P.M.

The parties of the first part shall work until 12.30 P.M., Thursday, December 28, 1911; until 9.30 P.M., Wednesday, February 21, 1912, Thursday, April 18, 1912, and Wednesday, May 29, 1912; until 12.30 P.M., Thursday, June 20, 1912; until 9.30 P.M., Wednesday, July 3, 1912; until 12.30 P.M., Thursday, September 5, 1912; until 6.30 P.M., Thursday, October 10, 1912; until 9.30 P.M., Friday, October 11, 1912.

ARTICLE III. Overtime. — It is understood and agreed that all work required of the parties of the first part by the part..... of the second part other than herein provided, shall be deemed to be overtime work, and be paid for at the rate of 30 cents an hour.

The part..... of the second part also agree that the agents of said association may call on the clerks and transact necessary business with them pertaining to

Clerks — Grocery and Provision.

said association, during business hours, on any day except Saturday and days before holidays.

It is further agreed by the parties, that the interests of each shall be mutually taken care of and advanced and that any violation by the part.....of the second part of the foregoing stipulations shall be sufficient cause for the surrender of the Association Store Card. And upon demand of said association, through its authorized agents, said party of the second part hereby agrees to surrender said card after such violation.

This agreement expires at 12 o'clock noon, November 1, 1912.

THE LYNN GROCERY AND PROVISION CLERKS' ASSOCIATION.

Parties of the first part.

.....

.....

.....

Part.....of the second part.

COMPOSITORS.¹

Agreement between Boston Daily Papers and Typographical Union No. 13 of Boston. — In effect November 16, 1911.

PRICES AND AGREEMENT.

Section 1. — In offices where typesetting or typecasting machines are used none but journeymen members of Typographical Union No. 13, shall be employed as printers, foremen, make-ups, operators, proof-readers, copy-holders, copy-cutters, bankmen and machine-tenders employed on typesetting, typecasting or composing machines.

Hours of Work.

Section 2. — All work, whether done by machine or hand, shall be on a time basis, as follows: Not less than forty-two hours shall constitute a week's work. Not less than six nor more than eight hours shall constitute a day's work or a night's work. All regulars shall be scheduled weekly. All hours over eight in one day or one night, or over forty-two in one week, shall be counted as overtime.

All time shall belong to the office for any work pertaining to the composing room.

Sunday Day Work.

Section 3. — A day's work on Sunday shall consist of six consecutive hours, excepting lunch time, which shall not exceed thirty minutes and shall not be counted as office time. The hours for Sunday day work shall be between 7 A.M. and 6 P.M. The pay shall be the same as for seven hours of regular time. When a member works in one office Saturday night and Sunday day or Sunday day and Sunday night, the Sunday day work shall be paid for at double price.

Night Work.

Section 4. — The hours of night work shall be between 5 P.M. and 5 A.M. The pay for work done during night hours shall be not less than sixty-seven cents per hour.

¹ Also includes foremen, make-ups, operators, proof-readers, copy-holders, copy-cutters, bankmen, and machine-tenders.

Compositors.*Day Work.*

Section 5. — The hours of day work shall be between 7.30 A.M. and 6.30 P.M. The pay for work done during day hours shall be not less than sixty-three cents per hour.

Lobster Shift.

Section 6. — When necessary, owing to the exigencies of business, there may be arranged a special shift of seven hours extending from day to night or from night to day. The pay for such work shall be seventy-two cents per hour.

Overtime Rate.

Section 7. — Overtime shall be paid for at the rate of eighty-two cents per hour for day work, and eighty-seven cents per hour for night work.

Lunch.

Section 8. — The hours of labor shall be continuous, with the exception of an intermission of not less than thirty minutes nor more than forty-five minutes for lunch, which shall not be counted as office time. No member of the union shall be kept at work more than six hours without lunch time. When two hours of overtime have been worked after the regular schedule and six hours have elapsed since the previous lunch a second lunch time shall be allowed. At least fifteen minutes must be allowed for lunch, and where less than thirty minutes are allowed it shall be counted as office time.

Extras and Substitutes.

Section 9. — Extra help when employed for not more than three days in one week shall be given not less than seven consecutive hours each day (except as provided for luncheon). An extra's hours may be extended from day to night, or from night to day, but in such case his pay shall be at the night rate. When more than three days are worked by an extra, the hours may be regulated as provided for in Sections 2 and 8. On extra work all hours over eight in one day, or over forty-two in one week, shall be counted as overtime.

Section 10. — No employee of the composing room who desires to lay off shall be compelled to work when a competent substitute can be had. Employees shall put on their own substitutes from the floor of the office. The foreman shall be the judge of the competency of the substitute.

Overtime.

Section 11. — When a member accumulates a full day's overtime in a newspaper office he shall take a day off within the next financial week and put on a substitute. No member working in the chapel is exempt from taking his overtime off except the superintendent, the foreman of each shift and desk ad. men on each shift.

Section 12. — Notice that overtime is required shall be given within ten minutes after "Good day" or "Good night" has been called. Otherwise, one dollar in addition to regular overtime shall be paid.

Matrices, Cuts and Pick-ups.

Section 13. — All type matter in local financial, local amusement or local retail store advertising, when mats or plates are furnished the office instead of copy,

Compositors.

shall be set within three working days of publication. It is understood that this rule does not apply to advertising of general advertisers who sell their product through their own branch stores in this and other cities. No paper shall give or transfer a matrix of an advertisement other than a cut, and then only to signers of this scale. No matter used in the columns of a paper using machines shall be transferred or sold to any other newspaper office, and no work shall be done for any office on strike.

Section 14.—The office is entitled to all “pick-ups” of any character whatsoever. Matter once paid for shall always remain the property of the office. “Kill” marks shall not deprive the office of “pick-ups.”

Machine Apprentices and Tenders.

Section 15.—No person shall be eligible as an apprentice on machines who is not a journeyman printer and a member of Typographical Union No. 13. The term of apprenticeship on the machines shall be twelve consecutive weeks, and the compensation sixteen dollars per week. When the product is not used members may learn to operate without learners’ wages.

Section 16.—The machine-tender shall have no control over the operator.

Discharge and Discrimination.

Section 17.—No office giving out extra work shall discriminate against competent members of the union making application.

No member who has been discharged for cause shall be eligible for work, except at option of office.

Section 18.—The foreman shall be the judge of the competency and general fitness of any member applying for work.

Reinstatements.

Section 19.—Where discharges are made by foremen, and the action of the chapel embraces reinstatement, a conference shall be had between representatives of Typographical Union, No. 13, and representatives of the business management of the paper affected for the purpose of reaching an understanding. If no settlement is reached at this conference, the case shall take its regular course.

Section 20.—Any situation holder absenting himself from work for a period of ninety days shall be forthwith notified by the foreman through the chairman that failure to return to work within ten days from date of such notice will vacate his situation. He shall not be eligible for another ninety-day absence until after he has worked sixteen continuous regular working days. This section shall not apply in cases of illness or the performance of work for the union.

Interpretation.

Section 21.—Any question regarding the interpretation of any section under this scale shall be referred for settlement to a joint committee of publishers and union, it being the intent of this section that each section of the scale shall be interpreted alike in all offices.

Term of Agreement.

Section 22.—This agreement shall be for one year from November 16, 1911, and thereafter continuous, running from year to year, and can only be changed

Compositors.

by the Boston Daily Newspaper Association, or any individual newspaper, or Typographical Union, No. 13, giving written notice of any proposed change, including details, sixty (60) days prior to November 15, of any year, such changes to take effect on November 16th.

Apprentices.

(a) Apprentices shall serve four years at the trade, at the end of which time they shall be classed as journeymen and receive journeymen's wages. During the last three years of their apprenticeship they must be employed at the case and be instructed in the intricate work of the office where they are employed, such as setting ads., etc.; excepting the last six months of said apprenticeship, which time shall be devoted exclusively to work on linotype or typesetting or typesetting devices in use in the office in which said apprentice is employed. During the last year of his apprenticeship he shall receive two-thirds of the regular scale. Any product of apprentice may be used by the office.

(b) One apprentice to every fifteen journeymen or majority fraction thereof, the number of apprentices in any office not to exceed four. Provided, that when an apprentice enters his fourth year the office may employ another apprentice.

(c) The foreman and chairman of each newspaper office shall examine and pass upon the qualifications of prospective apprentices in their individual office before registration.

(d) No apprentice shall be allowed to work overtime.

(e) Each apprentice shall take the I. T. U. technical course of instruction during the last year of his apprenticeship. One-half of the cost of the course shall be paid by the apprentice and one-half by the union.

(f) Office boys (not registered apprentices) may be employed, but shall not set or distribute type, make up type matter or forms, lead or unlead matter, correct proofs or operate machines. They may, if otherwise qualified, be registered as apprentices when vacancies occur.

Arbitration.

All differences arising under this scale or the interpretation of any clause or clauses of it and differences relative to a new agreement shall be settled in accordance with the arbitration agreement between the American Newspaper Publishers' Association and the International Typographical Union.

The foregoing scale, agreed to by the Boston Publishers, representing The Boston Globe Newspaper Company, Boston Herald Incorporated, Evening Traveler Company, Journal Newspaper Company, Post Publishing Company, and Advertiser Newspaper Company is hereby signed in duplicate by the authorized officers of the various newspaper corporations and by the President of Typographical Union No. 13 duly authorized to represent that organization.

BOSTON TYPOGRAPHICAL UNION, by	<i>President.</i>
ADVERTISER NEWSPAPER Co., by	<i>Publisher.</i>
THE GLOBE NEWSPAPER Co., by	<i>Treasurer.</i>
BOSTON HERALD INCORPORATED, by	<i>Assistant Treasurer.</i>
JOURNAL NEWSPAPER Co., by	<i>Treasurer.</i>
POST PUBLISHING Co., by	<i>President.</i>
EVENING TRAVELER Co., by	<i>Treasurer.</i>
NEW ENGLAND NEWSPAPER PUBLISHING Co., ¹ by	<i>Treasurer.</i>

¹ Provision as to arbitration left open.

Certain Employing Parties
COMPOSITORS.

Agreement between ~~Boston Typothetae~~ and Boston Typographical Union No. 13.
— In effect November 1, 1909. ^

BOOK AND JOB SCALE.**ARTICLE I.**

Section 1. — Compositors (which term shall include all journeymen employed in the composing room, with the exception of linotype machine operators and machinists) employed by the week shall receive not less than *nineteen* dollars per week of 48 hours beginning November 1, 1909, and extending until September 30, 1910. After that date, and extending until September 30, 1911, not less than *twenty* dollars.

Sec. 2. — Eight hours shall constitute a day's work; provided, that chapels may, by agreement with employers arrange for shortening the day on Saturday. Not more than one hour shall be made up in any one day for this purpose. All work in excess of above shall be overtime.

Sec. 3. — The hours of labor shall be between 7.30 A.M. and 6.00 P.M., and shall be continuous, with the exception of the lunch time, which shall not be less than one-half hour nor more than one hour in length.

Sec. 4. — Any member, when employed for three days a week or less, shall be paid at the rate of *forty-five* cents per hour, and shall receive not less than a day's work of eight hours.

Sec. 5. — Any member working less than a full week in an office whose employes work more than eight hours a day to make up the Saturday half holiday shall be paid overtime for all time worked in excess of eight hours in any one day.

Sec. 6. — All work done after regular hours of labor shall be paid for at the rate of time and one-half. After 12 o'clock midnight until 7.30 A.M., double time. All Sunday and legal holiday (which shall include June 17) work shall be paid for at the rate of double time for day and *ninety* cents per hour for night work.

Sec. 7. — Any employe who is laid off at any time shall receive all money due him immediately.

Sec. 8. — All wages shall be paid weekly and in cash.

Sec. 9. — Compositors working overtime after the regular schedule hours of the office shall be granted one-half hour for supper. Such half hour shall be paid for as overtime.

Sec. 10. — No member of Boston Typographical Union shall be compelled to work in an unsanitary composing room.

Sec. 11. — Any employe who, by reason of advanced years or other causes, may not be capable of producing an average amount of work, may, by agreement between the foreman and union, be employed at a less price than is called for by this scale.

ARTICLE II.*Machine Work.*

Section 1. — Operators and machinists employed on linotype machines shall receive not less than *twenty-one* dollars per week of 48 hours beginning November 1, 1909, and extending until September 30, 1910. After that date, and extending until September 30, 1911, not less than *twenty-two* dollars. Operators called off machines to perform other work shall receive machine rates when such services are for less than one week.

Compositors.

Sec. 2. — Sections 2, 3, 5, 7, 8, 9 and 10 of Article I of this scale shall apply to machine work.

Sec. 3. — Compositors taken from the case to learn the operation of machines shall receive not less than *twelve* dollars per week for ten weeks while so learning. At the expiration of such time they shall receive full rate.

Sec. 4. — On monotype work, members of the union must be in charge of casters on every shift.

Sec. 5. — In all machine offices where operators are employed for three days or less in any one week they shall receive not less than *fifty-five* cents per hour for services rendered.

Sec. 6. — Overtime shall be paid for at rate of time and one-half. Sundays and all legal holidays (which shall include June 17) double time.

Sec. 7. — Work performed by a regular night force between the hours of 5.30 P.M. and 7.30 A.M. shall be paid for at the rate of *fifty-eight* cents per hour; 42 hours constituting a week's work. All over 42 hours shall be overtime. Otherwise, all work done after the regular hours of labor shall be paid for at the rate of time and one-half. After 12 o'clock midnight until 7.30 A.M. at the rate of double time.

ARTICLE III.***Apprentices.***

Section 1. — Apprentices shall be limited as follows: In all offices (except daily newspapers, which shall be as per agreement between publishers and this Union) employing one man and under ten, *one*; ten men and under fifteen, *two*; fifteen men and under thirty, *three*; thirty men and under forty, *four*; but in no case shall there be more than *five* in any office, unless the senior apprentice be in the last year of his apprenticeship.

Sec. 2. — When an apprentice has served three years at the business, and becomes a "conditional" member, another apprentice may be employed in the office where such apprentice is employed.

Sec. 3. — It shall be the duty of the foreman and members to teach apprentices the printing business, and the duty of Chairmen to see that this is done; and an apprentice may appeal to the Executive Committee if he deems an injustice is done him.

COMPOSITORS.

International Arbitration Agreement between the American Newspaper Publishers' Association and the International Typographical Union. — Effective May 1, 1912.

It is agreed between the American Newspaper Publishers' Association, by H. N. Kellogg, Charles H. Taylor, Jr., and George C. Hitt, constituting its special standing committee, duly authorized to act in its behalf and the International Typographical Union by James M. Lynch, Hugo Miller and John W. Hayes, constituting its executive council, duly authorized to act in its behalf, as follows:

Section 1. — On and after May 1, 1912, and until May 1, 1917, any member of the American Newspaper Publishers' Association who is conducting a union department under the jurisdiction of the International Typographical Union shall have the guarantees hereinafter set forth whenever the requirements of this arbitration agreement are observed. This agreement shall cover all contracts with local unions, whether in writing or oral understandings. Oral understand-

Compositors.

ings shall be understood as applying to instances wherein union scales are being paid, but where there are no written agreements covering specified periods of time. Such oral understandings which are not for a definite period may be terminated by either side on thirty days notice in writing. This agreement shall embrace all contracts of either form which are in effect on April 30, 1912, and contracts of subsequent date which have been approved by the president of the International Typographical Union.

Sec. 2.—To acquire the protection of the guaranties embodied in this agreement an Individual Arbitration Contract must be executed in quadruplicate in the form prescribed in this agreement. The holder of such Individual Arbitration Contract shall be entitled to the protection guaranteed by the provisions of this agreement and the terms of the Individual Arbitration Contract in respect to any contract such member may have with a local union of the International Typographical Union.

Sec. 3.—Any publisher who holds an Individual Arbitration Contract under the prior agreement between the parties hereto which terminates May 1, 1912, shall be protected hereunder if before May 1, 1912, he shall have secured an Individual Arbitration Contract in accordance with the provisions of this agreement, as set forth in section 1 of the Code of Procedure.

Sec. 4.—Subject to the conditions hereinbefore prescribed every member of the American Newspaper Publishers' Association holding an Individual Arbitration Contract shall have the following guarantees:

(a) He shall be protected against walk-outs, strikes or boycotts by the members of the union or unions with which he has contractual relations under this agreement and against any other form of concerted interference by them with the usual and regular operation of any of his departments of labor.

(b) In the event of a difference arising between a publisher having an Individual Arbitration Contract and any local union a party thereto, all work shall continue without interruption pending proceedings looking to conciliation or arbitration, either local or international and the wages, hours and working conditions prevailing at the time the difference arises shall be preserved unchanged until a final decision of the matter at issue shall be reached.

(c) All differences which cannot be settled by conciliation shall be referred to arbitration in the manner stipulated in this agreement.

Sec. 5.—All differences arising under an existing written contract, or an oral understanding, which involve the application of the International Arbitration Agreement, the Code of Procedure, or any clause or clauses in contracts, or the interpretation to be placed upon any part or parts, of any agreements, which cannot be settled by conciliation, shall be referred to local arbitration if so required by the local contract, but if not shall be submitted to the chairman of the Special Standing Committee of the American Newspaper Publishers' Association and the president of the International Typographical Union, together with the arguments and briefs of both parties, and an agreed statement of facts in the controversy, accompanied by a joint letter of transmittal, certifying that each party is familiar with the contents of all documents. In case these two officials cannot reach a decision upon the issues involved, their differences shall be submitted to the International Board of Arbitration.

Sec. 6.—All differences other than those specified in section 5 of this agreement, including disagreements arising in negotiations for a new scale of wages,

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or for hours of labor, or in renewing or extending an existing scale, or in respect to a contract, which cannot be settled by conciliation, shall be referred to a local board of arbitration in the manner stipulated in the Code of Procedure as set forth in Exhibit "B."

Sec. 7.—The question whether a department shall be union or non-union shall not be classed as a "difference" to be arbitrated. Union departments shall be understood to mean such as are made up of union employes and in which the union has been formally recognized by the employer.

Sec. 8.—If either party to a local arbitration shall be dissatisfied with a decision by a local board appeal may be taken to the International Board of Arbitration to be constituted as hereinafter provided. Such appeal may also be taken to the International Board by either party if for any cause a decision shall not have been rendered by a local board within ninety days after the questions to be arbitrated have been duly determined under the Code of Procedure.

Sec. 9.—Local union laws not affecting wages, hours and working conditions and the laws of the International Typographical Union shall not be subject to the provisions of this arbitration agreement; provided, that International or local laws enacted subsequent to the execution of an individual arbitration or local contract shall not affect either contract during its life.

Sec. 10.—The International Board of Arbitration shall consist of the three members of the executive council of the International Typographical Union and the three members of the Special Standing Committee of the American Newspaper Publishers' Association, or their proxies. This board shall meet at such time and place as may be determined by it. Due notice of time and place of meeting of the International Board shall be given all interested parties. If the board as thus constituted is unable, after considering a case at two meetings, to reach a decision, the membership of the board may be increased, by unanimous vote, by the addition of a seventh and disinterested member, who shall act only on the matters that made his selection necessary, and who shall have the same standing as the other members, and shall act with them at the earliest possible date after his appointment.

Sec. 11.—The award of the International Board of Arbitration in all cases shall include a determination of all the issues involved; it shall cover the full period between the raising of the issues and their final settlement; any change in the wage scale may be made effective from the date the issue first arose at the discretion of the board. An award by a majority of the National Board shall be final, and shall be accepted as such by the parties to the dispute.

Sec. 12.—At the request of either party to an arbitration the International Board shall determine whether evasion, collision or fraud, has characterized either the local, or international proceedings, or whether either party has failed to comply with, or refuses to fulfill its obligations under a decision, or has omitted to perform any duty prescribed therein, or has secured any unfair or fraudulent advantage, or has evaded any provision of this agreement or any rule of the Code of Procedure, or is not acting in good faith. At the conclusion of such inquiry it shall be wholly within the power of the International Board to reject all that has been previously done and order a rehearing before the International Board, or before a new local board; or it may find against the offending party or annul the individual arbitration contract. In the event of either party to a dispute

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refusing to accept and comply with a decision of a local board which is not appealed, or with a decision of the International Board, or with any of the provisions of this International Arbitration Agreement, as determined by a decision of the International Board, all aid and support to the employer or the local union refusing acceptance and compliance shall be withdrawn by both parties to this agreement. The acts of such recalcitrant employer or union shall be publicly disavowed and the aggrieved party shall be furnished by the other with an official document to that effect.

Sec. 13.—The form of Individual Arbitration Contract set forth in Exhibit "A" and the Code of Procedure set forth in Exhibit "B" are hereby made a part of this agreement and shall be as binding on the parties hereto as if the same were set forth at length herein.

Sec. 14.—This agreement shall remain in effect from the 1st day of May, 1912, to the 30th day of April, 1917, inclusive, but amendments may be proposed at any meeting of the International Board of Arbitration by either party hereto, and on acceptance by the other party to this agreement shall become a part hereof.

In witness whereof, the undersigned have affixed their respective signatures in quadruplicate this eleventh day of January, 1912.

.....,

Executive Council International
Typographical Union.

.....,

Special Standing Committee
American Newspaper Pub-
lishers' Association.

INDIVIDUAL ARBITRATION CONTRACT.

It is agreed between....., proprietor of the....., party of the first part, and.....Union No....., of....., party of the second part, by its president duly authorized to act in its behalf as follows:

Section 1.—In the event of any difference arising between the parties to this contract which cannot be adjusted by conciliation, such difference shall be submitted to arbitration under the Code of Procedure provided by the International Arbitration Agreement, effective May 1, 1912, between the American Newspaper Publishers' Association and the International Typographical Union.

Sec. 2.—This contract shall cover any contract between the parties of the first and second parts whether the same is in writing or an oral understanding, subject to the conditions expressed in the International Arbitration Agreement, effective May 1, 1912, between the American Newspaper Publishers' Association and the International Typographical Union.

Sec. 3.—It is expressly understood and agreed that the International Arbitration Agreement and the Code of Procedure, both hereunto attached, between the American Newspaper Publishers' Association and the International Typographical Union, shall be integral parts of this contract and shall have the same force and effect as though set forth in the contract itself.

Sec. 4.—The parties hereto specifically authorize the Executive Council of the International Typographical Union and the Special Standing Committee of

Compositors.

the American Newspaper Publishers' Association to give public disavowal to any failure to comply with this contract as provided in section 12 of the International Arbitration Agreement.

This contract shall be in full force and effect on the.....day of....., 19...., and continue until the thirtieth day of April, 1917, inclusive.

In witness whereof the undersigned proprietor of the said newspaper, and the president of the.....Union No. have hereunto affixed their respective signatures this.....day of....., 19....

.....Proprietor.

Witness as to Proprietor:.....

.....President.....Union No.....

Witness as to President:

.....Secretary.....Union No.....

The American Newspaper Publishers' Association, by the chairman of its special standing committee, duly authorized to act in its behalf, hereby underwrites the obligations assumed by the party of the first part under this agreement, and guarantees their fulfillment.

.....Chairman Special Standing Committee American Newspaper Publishers' Association.

Witness as to Chairman:.....

The International Typographical Union by its president, duly authorized to act in its behalf, hereby underwrites the obligations assumed by the party of the second part under this agreement, and guarantees their fulfillment.

.....President International Typographical Union.

Witness as to President:.....

CODE OF PROCEDURE.

Section 1.—If a publisher holding an Individual Arbitration Contract under the prior agreement between the parties hereto, which terminates May 1, 1912, desires to secure continuous protection, he shall not later than March 1, 1912, notify the president of the union operating in the department he wishes the contract to cover, of his desire to secure an Individual Arbitration Contract to be effective from May 1, 1912, to April 30, 1917, inclusive. If the issuance of an Individual Arbitration Contract as above is satisfactory to the said union the parties shall execute in quadruplicate an Individual Arbitration Contract, as set forth in Exhibit "A," before May 1, 1912. Publishers of this class securing Individual Arbitration Contracts effective from May 1, 1912, until April 30, 1917, inclusive, shall have continuous protection for the departments to which said Individual Arbitration Contracts apply.

Sec. 2.—If a publisher shall not have had an Individual Arbitration Contract of dates prior to May 1, 1912, but shall have secured a contract on that or some date subsequent thereto, this Code of Procedure shall apply to all differences between such publisher and the union covered by the Individual Arbitration Contract which arise after sixty (60) days shall have elapsed from the date of signing the said contract. No new issue shall be raised by either party

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until at least sixty (60) days shall have elapsed from the date of signing the said contract. A publisher desiring an Individual Arbitration Contract shall notify the president of the union operating in the department he wishes the contract to cover, of his desire to secure an Individual Arbitration Contract to be effective until April 30, 1917, inclusive. If the issuance of an Individual Arbitration Contract as above set forth is satisfactory to said union, the parties shall execute in quadruplicate an Individual Arbitration Contract as set forth in Exhibit "A."

Sec. 3.—If there are pending any issues (a new scale of prices, a change of scale or contract, or differences of any nature) between a publisher to whom the conditions apply as set forth in section 2 of this code, and the union with which he wishes to make an Individual Arbitration Contract, of which issues notice in writing has been given within sixty (60) days of the date of the notice by the publisher of his desire to obtain an Individual Arbitration Contract as provided in section 2 of this code, all such issues shall be exempt from arbitration. A certificate setting forth the pending issues shall be executed in quadruplicate, signed by the publisher and the president of the union, and one copy of the certificate shall be attached to each copy of the Individual Arbitration Contract.

Sec. 4.—An issue is raised at the time a written request is made by either party presenting in detail changes in conditions desired.

Local Arbitration.

Sec. 5.—The two parties in interest must have a conference as soon as possible and not later than sixty (60) days after an issue is raised, at which conference (or continuations thereof) every effort to agree shall be made. The party upon which the original demand is made may present a counter proposition, provided it be submitted in writing and in detail, which counter proposition shall be submitted as soon as possible, and in any event within the same period of sixty (60) days.

Sec. 6.—Upon failure to agree, each party shall prepare its statement, embracing the conditions that it seeks to establish. Each statement must be complete in itself, and copies thereof shall be forwarded to the chairman of the Special Standing Committee of the American Newspaper Publishers' Association and the president of the International Typographical Union, accompanied by a letter of transmittal, to be signed jointly by the parties in interest, certifying that they are acquainted with the contents of both statements. The chairman and president shall thereupon determine the questions or subjects which can be properly submitted to arbitration, and shall promptly notify by joint letters the interested parties of their decision. In case the two officials cannot agree, their differences shall be submitted to the International Board of Arbitration.

Sec. 7.—After the questions to be arbitrated have been determined a Local Board of Arbitration must be formed composed of residents of the locality in which the controversy arises, two members thereof to be named by each side, one such representative of each contending party to be free from personal connection with or direct interest in any newspaper or any labor union. The board as thus constituted shall select a secretary from among its members. The four members of the board shall then choose an additional member who shall be a

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disinterested party, and shall act as chairman of the board. If the chairman of the local board shall not have been selected within thirty (30) days after the questions to be arbitrated have been determined, he shall be named by the chairman of the Special Standing Committee of the American Newspaper Publishers' Association and the president of the International Typographical Union, or their proxies, upon request of either of the interested parties. The two officials named, or their proxies, may for this purpose visit the locality if they deem it necessary. Any expense thus incurred shall be defrayed equally by the parties to the controversy. The chairman of the local board shall preside, put motions, etc., and shall be entitled to vote on all propositions which may properly come before the board in open session. He shall declare a motion carried only when at least three of the arbitrators shall have voted affirmatively thereon. At the conclusion of the hearing the chairman shall retire and the other members of the board shall go into executive session and immediately take up a consideration of the issues involved. If in executive session a tie vote occurs on any proposition, or if there are any differences, questions or propositions which do not receive the votes of three of the four original members of the board, the chairman shall be called in to cast the deciding votes on all unsettled questions or propositions.

Sec. 8.—After the Local Board of Arbitration has been organized it shall proceed forthwith to conduct its hearings under the following rules:

1. It may demand duplicate typewritten statements of grievances.
2. It may examine all parties involved in any differences referred to it for adjudication.
3. It shall employ such stenographers, etc., as may be necessary to facilitate business, and to provide a record for use in the event of an appeal, said record to be properly paged and indexed.
4. It may require affidavits on all disputed points.
5. It shall have free access to all books and records bearing on points at issue.
6. Equal opportunity shall be allowed for presentation of evidence and argument.
7. In event of either party to the dispute refusing to appear or present its case after due notice, it may be adjudged in default, and decision shall then be rendered against such party.
8. All evidence communicated to the board in confidence shall be preserved inviolate and no record of such evidence shall be kept, except for use on appeal, in which case such inviolability shall be preserved.
9. The party making the original demand shall have the right to present its case and evidence without interruption, excepting that when oral evidence is introduced cross-examination of witnesses shall be allowed. The opposing party shall have the same right in turn. The first party shall then have the right to present evidence strictly in rebuttal and the opposing party shall be allowed to present counter evidence strictly in surrebuttal. When objection is made by either party to the admission of any evidence offered by the other party, the board by vote shall decide as to the admissibility of the evidence in question.
10. In case of the inability of either side to present evidence at the moment, the order may be varied to the extent of allowing such evidence to be presented

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at such session as may be agreed upon by the parties to the controversy, or as may be ordered by the Local Board of Arbitration. No evidence shall be received or considered that was not presented at a regular open session of the board, except that it shall be allowable for the members of the board, in any case, to visit any office to see the operation of labor therein, or for any other necessary purpose, to aid in arriving at a just decision.

11. Oral arguments may be limited to one speech on each side, after all evidence has been presented. Written pleadings, instead of oral arguments, shall be allowed whenever agreed upon by the parties to the controversy, or whenever ordered by the Local Board of Arbitration.

12. There shall be an agreement by at least a majority of the members of the board as to the exact time and place of hearing, of which both parties shall be notified in season. The session shall be continuous, except for necessary intermissions, until the hearing is concluded.

Sec. 9.—When a hearing is concluded the board shall, without unnecessary delay, and as set forth in section 7 of this code, go into executive session, from which all persons except the four original members of the board shall be excluded, for the determination of its award. In its deliberation the transcript of the stenographic report shall be accepted as the best evidence of what occurred at the hearing, unless it be shown that gross errors exist in said transcript. Should the four members be unable to decide upon the award the chairman shall be called in, as provided in section 7 of this code. The award of the board must be formulated and signed by all of the members thereof at a regular executive session, after there has been full opportunity for consideration and discussion, the date and time of such session having previously been determined at a full meeting of the local board. If any member of the local board dissents from the award, and wishes to file a dissenting opinion, he shall give immediate notice to that effect, and shall, within forty-eight (48) hours after the award has been decided upon, and before it has been promulgated, formulate his reasons for dissenting, and such opinion must be signed by him before final adjournment at a regular executive session, arranged for as above provided. Such dissenting opinion, when thus signed, must be attached to the award.

Sec. 10.—The local board shall not be compelled to set forth its reasons for making the award, but may do so in the written award only. In framing its award the findings shall be expressed in detail, to the end that no misunderstanding shall afterward occur. An award of a local board shall be for at least one year, but a local board may provide that its award shall be effective for a longer period, not to exceed three years; provided there is no local agreement as to time.

Sec. 11.—All expenses of a Local Arbitration Board shall be divided equally between the union and the other interested party or parties.

National Arbitration.

Sec. 12.—When either party to a local arbitration shall desire to appeal to the International Board written notice to that effect must be given to the other party within five (5) days after the local decision has been rendered, and the appeal shall be filed with the International Board within thirty (30) days after

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such decision. When an appeal is under consideration by the International Board of Arbitration it shall not take evidence, but both parties to the controversy may appear personally or may submit the records and briefs of the local hearing and make oral or written arguments in support of their several contentions. They may submit an agreed statement of facts, or a transcript of testimony, properly certified to before a notary public by the stenographer taking the original evidence or depositions.

Sec. 13. — The International Board of Arbitration must act when its services are desired by either party to an appeal as above and shall proceed with all possible dispatch in rendering such services.

Sec. 14. — So far as applicable the rules of procedure governing Local Arbitration Boards shall govern the International Board of Arbitration.

Sec. 15. — Should either party to a local or International arbitration desire to make an allegation against the other as provided in section 12 of the International Arbitration Agreement, the complaint shall be prepared in writing and in quadruplicate. A copy thereof shall be delivered by registered mail to the chairman of the Special Standing Committee of the American Newspaper Publishers' Association, to the president of the International Typographical Union, and to the party against whom the complaint is made.

Sec. 16. — All awards of the International Arbitration Board, excepting those made under section 5 of the International Arbitration Agreement, shall be for at least one year, but the International Arbitration Board may provide that its award shall be effective for a longer period, not to exceed three years; provided there is no local agreement as to time.

Sec. 17. — All expenses attendant upon the settlement of any case before the International Board shall be adjusted in each case in accordance with the directions of the International Board of Arbitration.

Sec. 18. — These rules and this code may be amended at any meeting of the International Arbitration Board in accordance with the method prescribed in section 14 of the International Arbitration Agreement.

CONDUCTORS AND TRAINMEN.

Rules and Rates of Pay applicable to Men in Train and Yard Service, Boston & Maine Railroad. — In effect June 10, 1912.¹

RULES AND RATES OF PAY APPLICABLE TO MEN IN TRAIN AND YARD SERVICE IN EFFECT JUNE 10, 1912.

Rule One. — Men's rights will be confined to their respective divisions. If it is necessary for men to run on two or more divisions, the runs will be allotted fairly between the divisions, by the General Superintendent and Chairmen of Conductors' and Trainmen's Committee.

Road men will not have yard rights.

If for any reason business is permanently diverted to other divisions the men will have the right to follow the traffic, if they so request, and carry seniority rights to the division to which they have been transferred.

If conditions are changed on any part of the Boston & Maine property, by sale or lease, trackage rights, etc., seniority rights of men affected by these changes

¹ Rules in effect, April 17, 1910, were superseded by rules adopted June 10, 1912.

Conductors and Trainmen.

shall be determined by the General Superintendent and the Chairman of Conductors' and Trainmen's Committee.

Promotions will be governed by merit, ability and seniority, all things being equal, preference will be given to the men longest in the service, the Superintendent to be judge of qualifications.

Examinations.

The uniform basis for examination in train rules will be continued. Men not examined in turn or passing examination on second trial, will hold all their rights. Men failing in first examination must on their request in writing, be re-examined within six months. Men failing on second examination, twice refusing to take examination for promotion, or allowing more than six months to elapse between the first and second trial shall be relegated to the foot of the list for promotion, except in case of sickness, when all time lost on this account will be deducted in computing the six months elapsed time. Men failing on both examinations for promotion or refusing twice to take examinations for promotion, shall take rank for promotion from date of second failure or refusal.

Roster.

A roster of men showing their rank for promotion will be kept at a place convenient for inspection. Rosters will be corrected Jan. 1st and July 1st of each year, showing changes.

Bidding for and Assignment to Vacancies.

Rule Two. — Within five (5) days from date of vacancy all vacancies on regular runs will be bulletined, showing time, date and terminal on all bulletin boards on section or division on which the vacancy exists.

At the expiration of five (5) days from posting of bulletin, the vacancy shall be filled by the senior bidder in that class, if competent.

Regular runs are scheduled trains, and extras which have run or are to run from specified terminals for more than thirty (30) calendar days (excepting work trains), to which shall apply sixty (60) calendar days instead of thirty (30).

Men bidding off positions will not be allowed to bid for the position they left until it has once been filled and again becomes vacant.

All vacancies and extra runs for conductors will be filled by the oldest available, unassigned man who can only be displaced by an older unassigned man who may have been assigned or absent at the time the vacancy occurred. Assignment will be made within twenty-four (24) hours after notice is received by the proper officer, if application be made between 7 A.M. and 6 P.M. The men displaced will have the above rights in re-assigning themselves. However, after a man holding a regular run has been absent on account of sickness or other causes for thirty (30) calendar days, his job will be bulletined as a temporary run subject to the return of regular man, and all vacancies caused by said posting will be treated in like manner. If regular man returns, all men affected will revert to former positions. It is understood that if regular man does not return, his job will be advertised as a permanent job, and all men affected by the change will revert to their former positions. When more than one vacancy exists at the same time, men will have the right to bid on all such vacancies, stating preference. All jobs posted and not bid off will be assigned to the youngest, unassigned qualified man.

Conductors and Trainmen.

Regular baggagemen and brakemen are entitled to all privileges specified above in bidding off vacancies.

Spare brakemen in freight service, and in passenger service at points where spare passenger brakemen's lists are maintained, will run first in, first out of home terminal; except that when it is known that a run is to be good for, or has run, two (2) days or more, the run will be filled at once by the senior spare man making application therefor, who can only be displaced by a senior spare man making application for the run or the return of the regular man.

Reduction in Force.

Rule Three.—When there is a falling off in business, and men are unable to make fair wages, the forces shall be reduced from the division roster in the inverse order to which they were promoted or entered the service.

When business increases so that any of the affected men are re-employed they shall be given preference in seniority order. Men laid off may retain roster rating for six months, as per Rule No. 8.

Example to Rule No. 3.

When forces have been reduced, and it becomes necessary for the company to send men to other terminals to cover the places of men laid off, it will be understood that when business warrants the taking back of men who were laid off, men who were sent away shall have the right to go back where they come from, if they so desire.

Temporary Transfer.

Rule Four.—In case of shortage of men on one division, and a surplus on another, the surplus men may be transferred temporarily to avoid hiring new men. Such men when transferred will hold their rights on home divisions, providing they return within six months from date of such transfer, but if permanently transferred they shall rank as new men from date of transfer.

Inexperienced Men.

Rule Five.—Crews will not be required to work with more than one (1) inexperienced man.

It being understood that on trains where there is only one brakeman, he shall be an experienced man.

Discipline.

Rule Six.—In case of discipline right of appeal will be granted if exercised within ten (10) days and a hearing will be given as promptly as possible, at which men may be accompanied by conductor or trainmen of his choice.

In case of suspension or dismissal, a hearing on appeal will be given within seven (7) days. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

Transportation of Household Effects.

Rule Seven.—Men required to transfer, at the Railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

Conductors and Trainmen.*Leave of Absence.*

Rule Eight.—Men having been employed for a period of one year may be given a leave of absence not exceeding six months, upon request. In all cases due notice shall be given in order that their places may be filled.

The person or persons who may have been granted this privilege cannot make a similar request until the expiration of twelve (12) months from the granting of first request. This rule has no reference to vacations and is to preserve seniority rights only.

Official Positions.

Rule Nine.—If on account of any action of the railroad officials, employees holding roster rights in train or yard service promoted to official positions below that of Assistant Superintendent, lose their position, they shall retain their seniority. When they return to train or yard service they shall be governed by Rules 29, 39, and Article 4.

Employment for Injured.

Rule Ten.—Efforts will be made to furnish employment suitable for their capacity to men who have been injured in the discharge of their duties. If competent they will be given preference as switchmen if they so desire, it being understood that men so injured shall have the right to displace able-bodied men or others who were not injured or incapacitated in the service of the railroad.

Service Letter.

Rule Eleven.—Men shall, if they so desire, upon leaving the service be given a letter stating the nature and time of service and reason for leaving the same. Said letter to be given within ten (10) days.

Property Loss or Damage.

Rule Twelve.—Men will not be required to pay for loss of or damage to switch keys, lanterns or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper officer within twenty-four (24) hours after such loss or damage occurs.

Terminal Switching.

Rule Thirteen.—Road crews will not be required to do switching at terminal points, or station switching where switching engine or engines are stationed.

All trains at initial points where switching engine or engines are employed will be made up in station order by yard crews. At other stations where switching engine or engines are employed, yard crews will assemble and place cars on most convenient track available for road crews to pick up.

Pay while attending Court, etc.

Rule Fourteen.—Men attending court, inquest or investigation, examinations for color blindness and after first examination in the air brake car under instructions of an officer of the company, will be paid the same amount they would have regularly earned had they remained on their runs. This will not apply to examinations for promotion.

If on lay-off days men will receive for five (5) hours or less one-half day; for over five (5) hours one day.

Conductors and Trainmen.

If away from home, they will be allowed in addition their legitimate expenses.

Men who are entitled to rest shall not be disturbed by call for the purpose of investigation until the expiration of the time specified for rest, except in case of absolute necessity, and then one (1) day's pay will be allowed.

Visual Examinations.

Rule Fifteen. — In re-examining men as to visual power and color perception, tests will be made with reading cards, worsteds and lanterns, as may be prescribed by the railroad. If a man fails on these tests he will be accepted if he passes the tests with such flags, lights and signals as are used on the road.

Pay for Outside Service.

Rule Sixteen. — Men called upon to perform duty outside of their regular class of service will be paid for the class of service performed, provided that the daily earnings shall in no case be less than they would have received for their regular service.

This rule applies to all classes of trainmen.

Pay for Composite Service.

Rule Seventeen. — Each trainman in composite or mixed service will be paid on either passenger or local freight basis whichever is the greater.

Deadheading.

Rule Eighteen. — Conductors and trainmen deadheading under orders will receive one-half mileage on passenger trains and full mileage on freight train. The class of service on account of which men are deadheaded will determine the class of pay they shall receive for such deadheading. If no other services are performed, not less than one day's pay will be allowed.

Pilots.

Rule Nineteen. — Pilots shall receive conductors' rate, according to class of service performed, freight or passenger.

Conductors bidding off inter-division runs or runs over territory that has been added to a division after their promotion, will be furnished a pilot or learn the road at Company's expense, this will also apply to conductors taken from the spare list who may need a pilot, but when a conductor catches one of these runs temporarily he will remain thereon until the regular man returns or the run is given out by bid or until he is displaced by an older unassigned conductor, qualified to cover the run who may have been assigned at the time the run was given out.

Release between Terminals.

Rule Twenty. — Men released from duty between terminal stations, except when held for rest under the Federal Law, will receive not less than pay for full run.

Time not Allowed.

Rule Twenty-one. — When time is not allowed according to the slip, men shall be notified of the reason of disallowance in writing within six (6) days. This will not apply to passenger men who receive their pay at Boston.

Conductors and Trainmen.*Agreement.*

Rule Twenty-two. — This agreement not to operate to reduce any rates that now may be higher than those agreed upon.

Passenger Service.

Rule Twenty-three. — Schedule of rates of pay:

	Per Day.
Conductors, ...	.0268 per m., \$4 20
Assistant Conductors, ...	.0215 per m., 3 35
Baggagemen, ...	.0155 per m., 2 75
Brakemen, ...	.015 per m., 2 55

Assistant conductors, baggagemen and brakemen will purchase uniforms from the railroad at cost price.

Men to pass inspection of uniforms twice a year by the superintendent, assistant superintendent, trainmaster or other person named by the Boston & Maine Railroad.

Mileage allowance for passenger trainmen for each day used will be as follows:

Conductors and Assistant Conductors not less than .	157 miles.
Baggagemen not less than	177 miles.
Brakemen not less than	170 miles.

Ten hours or less to constitute a day's work, all over ten hours to be paid for as overtime and to be computed from the time the men are required to report for duty until released from duty at the end of the run at the following rates per hour:

Conductors, ...	42c. per hour.
Assistant Conductors, ...	33c. per hour.
Baggagemen, ...	27c. per hour.
Brakemen and Flagmen, ...	25c. per hour.

Regular assigned passenger trainmen who are ready for service the entire period and who do not lay off of their own accord will receive the following guarantee for each twenty-eight (28) days:

Conductors, ...	\$115 00
Assistant Conductors, ...	92 00
Baggagemen, ...	69 00
Brakemen, ...	64 50

Overtime does not count in the guarantee except such time in excess of ten hours, as is made in regular assignment.

Less than thirty (30) minutes not to be counted, thirty minutes and less than one hour and thirty minutes to be counted as one hour, one hour and thirty to be counted as two hours, and so on thereafter. This carries with it the same idea that the present Boston & Maine schedule carries both overtime and mileage.

Run Limits.

No run to be over two hundred and fifty miles in length. No other than one-way runs, men will be returned to their home terminal each night, unless schedule mileage to be made is in excess of one hundred and sixty miles. No one to be given more than two terminals.

Conductors and Trainmen.*Limitations.*

Rule Twenty-four. — Reductions in crews or increases in mileage in passenger service from assignments in effect November 1, 1909, will not be made for the purpose of offsetting the increases in wages.

1. The Company can add new trains to existing runs.
2. Summer business will be considered new business. The company will be expected to use approximately the same number of crews for the same mileage the coming summer as last.
3. The company can make any changes they desire in the runs providing they do not reduce the earnings of the men below what they were receiving on old schedule or change their home terminal.
4. The company can add Sunday work to any man's assignment.

Promotion.

Rule Twenty-five. — Promotion will be made in passenger service from brakeman or baggageman to assistant conductor or conductor.

A passenger man will be recognized as a spare conductor when he is assigned duties wholly those of a conductor; as a regular conductor when permanently assigned to a scheduled train running the entire year.

Manning Trains.

Rule Twenty-six. — The number of men assigned to passenger trains shall be governed by the following conditions, except in case of necessity: Trains of five cars or more, conductor, baggageman and not less than two brakemen. Trains of more than two cars and less than five cars, conductor, baggageman, and not less than one brakeman. At least one brakeman will be assigned to every two (2) day coaches carrying passengers.

In case Pullman, show, horse cars, etc., or extra equipment are on rear end of train, the rear brakeman will not be expected to come forward to announce stations.

Calling.

Rule Twenty-seven. — Unless otherwise arranged, passenger men will be called at least one hour before leaving time between the hours of twelve (12) midnight and six (6) A.M.

The callers will be provided with books, in which men called will sign their names and the time called.

Summer Assignments.

Rule Twenty-eight. — At least two weeks previous to summer schedule going into effect, a list of all temporary summer passenger runs for conductor, or assistant conductor, affected by summer schedule, shall be posted on all regulation bulletin boards. Application will be received from men, in writing, or by personal signature, on list of runs provided at trainmaster's office, for a period of four (4) days. Assignments to be made at once, according to seniority and ability.

All vacancies occasioned on account of first assignment, and all other positions to be filled, will be treated in a like manner, after which all remaining vacancies will be filled by personal assignment by trainmaster, in accordance with seniority and ability. Men holding regular runs, which have been changed, will have first right to them if they so desire. Men will revert to former runs upon winter schedule becoming effective.

Conductors and Trainmen.

It is understood that men assigning themselves on the first postings will have the right to reassign themselves to positions of a higher class on later postings.

Two postings of runs for baggagemen and brakemen under summer assignments will be made.

Displacing Rights.

Rule Twenty-nine. — When the terminal of a passenger man is changed, his run increased thirty (30) miles or more over the maximum day, his length of day increased three (3) hours or more over the maximum day, or his earnings decreased thirty (30) miles or more, the man so affected will have first right to it, or may within ten (10) days claim run held by his junior in rank. The man so displaced will have the same right in regard to his junior in rank.

When a man's run is abolished he will have the right within ten (10) days, to claim run held by his junior in rank; the man so displaced will have same right in regard to his junior in rank.

Note. — It is understood that this rule in no way applies to Rule No. 28.

Handling Drafts.

Rule Thirty. — All through trains in Boston Terminal will be taken to and from station and yard by men provided for that purpose, the same as heretofore. This will also include the heating and lighting of cars, but in no way changes the present custom at other terminals.

Pay for Composite Passenger Service.

Rule Thirty-one. — Regular conductors doing the work of an assistant conductor will receive regular conductors' rate of pay for the day. Assistant conductors doing the work of a regular conductor a part of the day will be paid regular conductors' rate for the day.

Baggagemen or brakemen used as conductors or assistant conductors, and brakemen acting as baggagemen a part of the day will receive the higher rate for the day.

Note. — This does not apply to baggagemen picking up tickets in combination car, or to brakemen used in emergency at intermediate stations between terminal points, or to brakemen on United Shoe Machinery train and similar trains.

Extra and Emergency Service.

Rule Thirty-two. — Regular men used for extra service in addition to their regular run, either before going on duty, or between trips, or in emergency, before registering off duty will be paid regular mileage as per schedule, at the following guarantee:

	Con- ductors.	Asst. Con- ductors.	Baggage- men.	Brake- men.
One hour or less, ...	\$0 42	\$0 33	\$0 27	\$0 25
Over one hour and five hours or less, ...	2 10	1 65	1 35	1 25
Over five hours, ...	4 20	3 35	2 75	2 55

For service after completion of regular day not of emergency character or service of more than 100 miles, not less than one day's pay will be allowed.

Regular men will not be called upon to do extra work or emergency work when extra men are available.

Conductors and Trainmen.*Men Called.*

Rule Thirty-three.—Men called and not used will be allowed a minimum of three (3) hours; if held over three (3) hours, and not exceeding five (5) hours, one-half day. If held over five (5) hours, one day; but if sent out on the road, not less than one day will be allowed.

Pay for Handling Baggage.

Rule Thirty-four.—Men whose hours of service exceed ten (10) hours, or whose mileage exceeds one hundred and twenty (120) miles, if required to assist in handling any baggage for any train other than their own, will be paid for the actual time engaged in such work, at one-tenth of the regular daily rate per hour; minimum allowance to be one hour in addition to their regular daily wage.

Cleaning Cars, etc.

Rule Thirty-five.—Passenger men will not be required to clean cars, couple or uncouple hose, where inspectors or car cleaners are provided. When trainmen are required to wash cars, overtime rate will be paid, with a minimum allowance of one hour in addition to their regular daily rate.

Note.—It is understood that where car cleaners are now or were employed in 1910 brakemen will not be required to clean cars.

Freight Service.

Rule Thirty-six.—Rates of pay in freight service. Through and irregular freight service to be paid for as follows:

Conductors,	.	.	.	.	.	.	.	.	.0363	per mile.
Flagmen,	.	.	.	.	.	.	.	.	.02525	per mile.
Brakemen,	.	.	.	.	.	.	.	.	.0242	per mile.

Runs of one hundred (100) miles or less, either straightaway or turn-around, to be paid for as one hundred (100) miles.

Local or pick-up freight service to be paid for as follows:

For 75 miles or less, per mile:

Conductors,	.	.	.	.	.	.	.	.	.03975
Flagmen,	.	.	.	.	.	.	.	.	.028
Brakemen,	.	.	.	.	.	.	.	.	.027

Over 75 miles, rate per additional mile:

Conductors,	.	.	.	.	.	.	.	.	.048
Flagmen,	.	.	.	.	.	.	.	.	.036
Brakemen,	.	.	.	.	.	.	.	.	.0346

Overtime per hour:

Conductors,	.	.	.	.	.	.	.	.	.48
Flagmen,	.	.	.	.	.	.	.	.	.36
Brakemen,	.	.	.	.	.	.	.	.	.346

75 miles or less to be paid for as one hundred (100) miles.

In through freight service one hundred (100) miles or less, and local freight service seventy-five (75) miles or less, and in all freight service ten hours or less will constitute a day's work. Overtime will be paid on a basis of ten (10) miles an hour.

Conductors and Trainmen.

It is understood that six (6) days per week will be considered fair wages, and if men through no fault of their own are unable to make six (6) days per week for two (2) weeks in succession, the force will be reduced immediately. Working time to begin at the time required to report for duty and to continue until released from all duty. Time to continue until registering where required.

Overtime to be paid for at the rate of ten (10) miles per hour for the class of service performed. Less than thirty minutes not to be counted; thirty minutes and less than one (1) hour and thirty minutes to be counted as one (1) hour; one (1) hour and thirty minutes to be counted as two (2) hours, and so on thereafter.

Work and construction trains to be paid through freight rates, one hundred (100) miles or less, ten (10) hours or less to constitute a day's work and overtime pro rata.

The Superintendents will assign a sufficient number of men to each work and wreck train to properly protect and perform the work of the train.

In all freight service covered by this rule No. 36 it is understood that miles or hours will be paid when both exceed what constitutes a day's work, whichever gives the man the more.

Example: A run of 125 miles in 12 hours would be paid for as 125 miles.

Through Local Rate.

Rule Thirty-seven.—Twenty-five (25) miles will be added to the miles allowed for a run made by through freight crews making more than five (5) stops to take on or set out cars, unload or load freight (or in combination), or making more than ten (10) switches, or consuming more than thirty (30) minutes icing cars.

Note.—It is understood that switches made at different stops on a continuous trip are accumulative, also that time allowed for icing cars will commence and end when engine or cars pass over icehouse switch.

Note.—A switch is defined as follows: The setting off of cars from two places in train or taking on a car or cars not ahead on one track.

Promotion.

Rule Thirty-eight.—Promotion in freight service will be from brakeman or flagman to conductor.

A freight man will be recognized as a conductor from date of passing examination for promotion, but will hold rights as a brakeman until assigned duties wholly those of a conductor.

Displacing Rights.

Rule Thirty-nine.—When a man's terminal is changed, or a round-trip run changes, so that the run does not return to its initial point every day, or the leaving time of the initial train is changed three (3) hours or more, or the initial train taken off or abolished, or the initial run extended fifteen (15) miles or more, or a scheduled train is placed in the pooled run, the men so affected will have the first right to it, or may within ten (10) days, claim run held by their junior in rank. Men so displaced shall have the same right in regard to their juniors in rank.

Time to be Made Good.

Rule Forty.—Crews on trains receiving a day's pay in one direction, and required to take rest, thereby losing their opposite trip, will be allowed to deadhead at the company's expense to the opposite terminal, so as to be ready to take their train next trip.

Conductors and Trainmen.

When men are held off for rest, thereby losing their next train out, time will be allowed in addition to overtime made on last trip in, to make them whole for trip lost.

Handling Caboosees.

Rule Forty-one. — Caboose tracks will be provided at terminal points; other cars will not be placed on caboose tracks.

Caboose cars assigned to crews will not be sent out with other crews unless it is absolutely necessary.

Note. — It is understood that no switching will be done with caboose cars.

Following Regular Car.

Rule Forty-two. — Men on pooled runs shall be crewed up following regular cars, so far as volume of traffic will admit.

Calling.

Rule Forty-three. — Unless otherwise arranged, freight men living within one mile of the yard office, or other designated point at a district terminal, where callers are provided, will be called for trains leaving between the hours of 11 P.M. and 7 A.M. as nearly as possible, one hour and thirty minutes before the time required to report for duty.

The callers will be provided with books, in which men called will sign their names and the time called.

Terminals Limited.

Rule Forty-four. — No freight run to have more than one terminal outside of their home terminal. This will not apply to circus or similar trains. Crews called for irregular service shall be notified of such terminal before starting on trips and when called, if possible.

Local Freight Defined.

Rule Forty-five. — Local freight rates to apply to trains so scheduled, pick up and drop trains, mixed trains, and trains on which crews load or unload freight at more than three (3) stops. Crews required to do station switching in excess of thirty (30) minutes accumulative at any point or points shall be paid local freight rates.

Moving Defective Cars.

Rule Forty-six. — Trainmen will not be required to handle cars (in other than work, wreck and shop trains) the draft gear of which is defective and required to be chained, further than to take car or cars to the first siding; this will not apply to live stock or perishable freight.

Handling Snow Plows.

Rule Forty-seven. — Trainmen will not be compelled to ride in snow plows or flangers, but will be supplied with caboose cars, properly equipped. When trainmen on work and other trains are required to hold themselves in readiness for snow plow work, they will be compensated at daily rate.

Note. — It is understood that it is not part of a trainman's duty to shovel coal or take water.

Emergency Service.

Rule Forty-eight. — In case of emergency and a regular man is called upon to do extra work between his regular laid-out day's trip, or before registering off

Conductors and Trainmen.

duty, he will be allowed ten (10) miles, for less than ten (10) miles, or less than one hour; fifty (50) miles for ten (10) miles or over, up to fifty (50) miles, or one hour or over up to five (5) hours; for all over fifty (50) miles or five (5) hours, he will be paid as per article in schedule covering classification of pay.

Note.—It is understood that this will cover emergency work en route, the time consumed to be deducted from the overtime made outside of scheduled or assigned run. No deduction to be made on account of not performing any part of regular work.

Called for Extra Service.

Rule Forty-nine.—A regular man called after registering off, or during his lay-off, to do extra work, will be allowed one (1) day for one hundred (100) miles or less, or ten (10) hours or less, as per class of services performed.

Regular men will not be called upon to do extra or emergency work when extra men are available.

Pay when Called for Train.

Rule Fifty.—Freight men called for trains that do not go out will be allowed three (3) hours. If held up to five (5) hours, half a day's pay and stand first out. If held longer than five (5) hours, one day's pay will be allowed and stand behind other men at that point. When a man signs the caller's book for a subsequent train, he will be released from the first train, but if obliged to go out on the road, not less than one day's pay will be allowed. Men who perform the usual service pertaining to getting their trains ready will be allowed one day's pay.

Pay when Held at Other than Home Terminal.

Rule Fifty-one.—Freight men receiving a day's pay in one direction, if held at other than home terminal, will be paid at freight rates after ten (10) hours. This will not apply to men on regular runs making trips over the road each day whose runs are scheduled for a lay-over of more than ten (10) hours, but such men's time will begin not later than thirty minutes before regular fixed leaving time.

Doubling Hills.

Rule Fifty-two.—Men doubling hills, or obliged to follow the engine, in going for water or coal, or any conditions beyond their control, will be allowed time or mileage whichever is the greater, in addition to trip. The time consumed to be computed on a minute basis.

Double Heading.

Rule Fifty-three.—Local freight trains will not be double-headed. When cars are picked up or set out by double-headed trains, local rates will be paid for the trip.

Note.—A double-header is a train where an extra engine is attached for the purpose of handling tonnage in excess of the rating of the larger engine on the train, over the minimum grades covered by the trip or where two engines are coupled together over ten (10) miles for the purpose of hauling tonnage in excess of the rating of the larger engine.

Application of Hours or Service Law.

(a) Employees in train service will not be tied up unless it is apparent the trip can not be completed within the lawful time, and not then until after the expira-

Conductors and Trainmen.

tion of 14 hours on duty under the Federal Law or within 2 hours of the time limit provided by State Laws, if State Laws govern.

Example.—If the Company ties up a crew between terminals for any reason under 14 hours continuous time would apply under the schedule for all the time tied up. If tied between 14 hours and 16 hours, will be considered as having been tied up under the application of this 16-hour law, and 8 hours or 10 hours as may be required will be deducted.

(b) If employees in train service are tied up in a less number of hours than provided in the preceding paragraph, they shall not be regarded as having been tied up under the law, and their service will be paid for under the provisions of this schedule.

Note.—Where the crew is cut out by the Railroad for rest if on duty more than 14, but less than 16 hours, the 8-hour rest period governs and pay begins at the expiration of the 8-hour period. If on duty 16 hours and tied up for rest the 10-hour period governs and pay will be resumed at the end of the 10-hour period.

(c) When employees in train service are tied up between terminals under the law, they shall again be considered on duty and under pay immediately upon the expiration of the minimum legal period off duty applicable to any member of the road crew, provided the longest period of rest required by any member of the crew, either 8 or 10 hours, shall be the period of rest for the entire crew.

Example.—A train crew is tied up at the end of 14 hours by an engineer and firemen who have been on duty 16 hours. They are required to take 10 hours' rest. The pay of the train crew begins at the expiration of 8 hours and of the engine crew at the expiration of 10 hours.

Note.—(Question: "If part of a crew has been in service sufficiently long to permit them to be tied up for the purpose of the law, and the remaining members of the crew have not been in service a sufficient length of time, would all members of the crew be paid under the schedule and independent of these rules?" Answer: "Yes." Note: This decision given by General Manager's Committee, Chicago, in April, 1908, at the first settlement of the question).

(d) Continuous trip will cover the movement straightaway or turn-around, from initial points to the destination train is making for when required to tie up. If any change is made in the destination after the crew is released for rest, a new trip will commence when the crew resumes duty.

(e) Employees in train service tied up under the law will be paid continuous time or mileage of their schedules from initial point to tie-up point. When they resume duty on a continuous trip they will be paid miles or hours, whichever is the greater, from the tie-up point to the next tie-up point or to the terminal. It is understood that this article does not permit conductors and trainmen to run through terminals unless such practice is permitted under the schedule.

Example.—The introduction of this law does not set aside the schedule as to their terminal rights; in other words, a crew goes 14 hours and makes 140 miles. They are 25 miles from the terminal they were making for at the time they were tied up. At the end of eight hours their rest period is up and they proceed and run 25 miles; if they make it in 2 hours they get 25 miles, if they make it in 3 hours, they get 30 miles instead of a minimum day.

(f) Employees in train service tied up for rest under the law and then towed or deadheaded into terminal, with or without engine or caboose, will be paid therefor as per section (e), the same as if they had run the train to such terminal.

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Example.—They have tied up for rest and sleeping in caboose. Another train comes along, takes train, caboose and everything, into the terminal. These men are taking rest, probably, but they get just what they would have received had they hauled train in, receiving miles or hours, whichever is the greater.

(g) Employees in train service tied up in obedience to law will not be required to watch or care for engines or perform other duties during the time tied up.

(h) Yardmen required to work 16 hours will resume work when their rest period is up under the Federal Law, and then be permitted to work 10 hours or paid therefor.

Example.—Yardmen cannot be tied up for rest in 14 hours. Sixteen hours applicable to yardmen only. In other words, if a man works 16 hours he must be relieved to get 10 hours' rest.

If a man goes to work at 7.00 A.M., and works 16 hours or up to 11.00 P.M., 10 hours off duty will make it 9.00 A.M., at which time he can be used on the regular trick and paid for 10 hours, or he can be used 10 hours from 9.00 A.M. and paid for 10 hours.

Articles and Rates of Pay Applicable to Men in Yard Service.

Article 1.—Three groups of yards to be established as follows, carrying rates per hour specified:

GROUP 1.			GROUP 2.			GROUP 3.		
	Days.	Nights.		Days.	Nights.		Days.	Nights.
Conductors,	37	39	Conductors,	36	38	Conductors,	35	37
Brakemen,	34	36	Brakemen,	33	35	Brakemen,	32	34
Ayer.			Berlin.			Amesbury.		
Bellows Falls.			Dover.			Biddeford.		
Boston.			Chelsea.			Gardner.		
Concord, N. H.			Keene.			Gloucester.		
E. Deerfield.			Haverhill.			Lakeport.		
Fitchburg.			North Adams.			Lyndonville.		
Greenfield.			Portsmouth.			Newburyport.		
Holyoke.			Rochester.			No. Woodstock.		
Lawrence.			Waltham.			Plymouth.		
Lowell.			W. Lebanon.			Reading.		
Lynn.						White Riv. Jet.		
Mechanicville.						Woburn.		
Manchester, N. H.						Williamstown.		
Nashua.								
Newport, Vt.								
Northampton.								
Rotterdam Jet.								
Salem.								
Springfield.								
Troy, N. Y.								
Woodsville.								
Worcester.								

Conductors and Trainmen.

Special rates: Conductors, Berlin, \$4.00 days, \$3.75 nights; Lyndonville, \$4.00 days; Woburn, \$4.00.

Note. — The time of yardmen shall begin when and where they report for duty, and will continue until they are relieved from duty at that point.

Ten (10) hours or less to constitute a day's work. Overtime pro rata. Actual minutes accumulative to be counted.

Rights of Men.

Article 2. — The rights of yard men will be confined to their respective yards, except where yards are abolished. Men so affected will have seniority rights in other yards on that division.

Where new yards are created, men on that division may exercise their seniority rights in bidding on new jobs in such yard. Yard men will not have road rights.

A roster of men, showing their rank for promotion, will be kept at a place convenient for inspection; corrected rosters to be posted January 1st and July 1st of each year.

Promotion.

Article 3. — Line of promotion in yard service will be from brakeman to conductor. The most capable, competent senior yard conductor shall be selected for position of assistant yard master. Temporary vacancies shall be filled in keeping with the above.

Promotions will be governed by merit, ability and seniority; all things being equal, preference in promotion will be given to the men longest in the service. The Superintendent will be the judge of the qualifications.

Any man failing to bid for the position of a conductor on a regular job, or refusing assignment in writing to the duties of a conductor, will be placed below the successful bidder, or the man accepting such assignment.

Bidding.

Article 4. — Within five days from date of vacancy, all permanent vacancies in yard service will be bulletined on the bulletin board of that yard, and the assignment will be made within twenty-four hours after the lapse of the five days for posting, and within five days from assignment the vacancy will be filled by the senior bidder in the class if competent. All temporary vacancies will be filled by the senior available unassigned man, who can only be displaced by an older unassigned man who may have been assigned or absent at the time the vacancy occurred.

However, after a man holding a regular job has been off duty on account of sickness or other causes for thirty (30) calendar days, his job will be bulletined as a regular job subject to the return of the regular man, and all vacancies caused by said posting will be treated in like manner. If regular man returns, all men affected will revert to former positions.

It is understood that if regular man does not return, his job will be advertised as a permanent job, and all men affected will revert to their former positions.

Switchers after being on continuously for fifteen (15) days will be considered permanent, and will be advertised as such. This will also apply to advertising work trains on the Terminal Division.

The cancelling of a switcher or work trains for three consecutive days or less in the fifteen (15) day period will not affect this first above paragraph.

Conductors and Trainmen.

Men bidding off positions will not be allowed to bid off the position they left until it has once been filled and again becomes vacant.

When more than one vacancy exists at the same time, men shall have the right to bid on all such vacancies, stating preference.

When the time of a regular job has been changed one hour or more from original posting for more than seven consecutive days, the men affected will have first right to it or may within ten (10) days take job held by their junior in rank. When a regular job has been taken off they may within ten (10) days take any place held by their juniors in rank. Men displaced will have same right in regard to their juniors in rank.

Pay while Attending Court, etc.

Article 5.—Men attending court, inquest, or investigation, examination for color blindness and after first examination in air brake car, under instruction of an officer of the company will be paid the same amount which they would have regularly earned had they remained on their job.

This will not apply to examinations for promotion.

If on lay-off days men will receive for five hours or less, one-half day; for over five (5) hours, one day.

If away from home they will be allowed, in addition, their legitimate expenses.

Men who are entitled to rest shall not be disturbed by call for the purpose of investigation until the expiration of time specified for rest, except in case of absolute necessity, and then one day's pay will be allowed.

Men Called and not Used.

Article 6.—Yard men called for service and not required to work will be allowed a minimum of three (3) hours' pay.

Emergency Service.

Article 7.—In case of emergency and a man is called upon to perform extra work during his regular laid out day's work, he will be allowed in addition to his regular day's pay one hour for less than one hour; five hours for one hour or over up to five hours; for five hours or over five hours he will be paid not less than one day.

Pay for Composite Work.

Article 8.—Where a brakeman is used as a conductor a part of the day, he will be paid conductor's rate for the day. If switch tender is used as brakeman a part of the day, he will be paid brakeman's rate for the day.

Night Work Defined.

Article 9.—Where conditions will permit the established hour to start work will be 7.00 A.M. and 7.00 P.M. Crews starting at other times than between 6.00 A.M. and 9.00 A.M. will be paid night rates for the trick.

Meal Hour.

Article 10.—One hour will be allowed for meal between 11.30 and 1.00 o'clock. If required to work the meal hour or any part thereof, they will be paid the hour in addition to the minimum day and allowed thirty minutes for eating.

Conductors and Trainmen.

Yardmen will not be required to work longer than six hours without being allowed thirty minutes for meals.

Pay for Outside Service.

Article 11.—Men called upon to perform duty outside of their regular class of service will be paid for the class of service performed, provided that the daily earnings shall in no case be less than they would have received had they performed their regular service. This rule applies to all classes of trainmen.

Time not Allowed.

Article 12.—When time is not allowed according to the slip, men shall be notified of the reason for disallowance in writing within six (6) days.

Reduction of Force.

Article 13.—When there is a falling off in business and men are unable to make fair wages the forces shall be reduced in the inverse order to which they were promoted or entered the service. When business increases and any of the men affected are re-employed, they shall be given preference in seniority order. Men laid off may retain roster rating for six months as per Article No. 23 with original roster rating if they re-enter service within six months from time laid off.

Temporary Transfer.

Article 14.—In case of a shortage of men in one yard and a surplus in another, the surplus men may be transferred temporarily, to avoid hiring new men. Such men, when transferred, will hold their rights in home yard, providing they return within six (6) months from date of such transfer; but if permanently transferred they shall rank as new men from date of transfer.

Discipline.

Article 15.—In case of discipline right of appeal will be granted if exercised within ten (10) days, and a hearing will be given as promptly as possible, at which men may be accompanied by conductors or trainmen of his choice.

In case of suspension or dismissal, a hearing on appeal will be given within seven (7) days. If the investigation finds the accused blameless, his record will remain as previous thereto, and he shall receive pay for all time lost.

Property Loss or Damage.

Article 16.—Men will not be required to pay for loss of or damage to switch keys, lanterns, or other railroad property, provided such loss or damage is reported in writing, and satisfactorily explained to the proper official within twenty-four (24) hours after such loss or damage occurs.

Spare Men.

Article 17.—When regular assigned yard men lay off, their places will be filled by available spare men.

Conductors and Trainmen.*Inexperienced Men.*

Article 18.—Crews will not be required to work with more than one inexperienced man.

Required to Double, etc.

Article 19.—Yard men will not be required to double when it is possible to secure spare men.

Men assigned to regular yard crews will not be assigned to another yard crew or service until after the completion of their day's work, where spare men are available.

Switching on Trestles, etc.

Article 20.—All temporary coal tracks, all trestle and repair tracks, will be shifted during daylight hours when possible.

Coupling Hose.

Article 21.—Yard men shall not be required to couple or uncouple hose where inspectors are available.

Transportation, Household Effects.

Article 22.—Men required to transfer, at the railroad's request, shall be furnished transportation for family and household goods free of charge, if lawful.

Leave of Absence.

Article 23.—Men having been employed for a period of one year or more may be given a leave of absence not exceeding six months, upon request; in all cases due notice shall be given in order that their places may be filled.

Note.—It is understood that the person or persons who may have been granted this privilege cannot make a similar request until the expiration of twelve (12) months from the granting of first request. This has no reference to vacations, and is to preserve seniority rights only.

Employment of Injured.

Article 24.—Efforts will be made to furnish employment suitable for their capacity to men who are injured in the discharge of their duties.

If competent they will be given preference as switchmen if they so desire, it being understood that men so injured shall have the right to displace able-bodied men or others who were not injured or incapacitated in the service of the railroad.

Switch tenders so displaced will have the right to bid for vacancies as yard brakemen and will carry their seniority rights earned as switch tenders provided their physical condition will allow them to perform that class of service.

Service Letter.

Article 25.—Men shall, if they so desire, upon leaving the service be given a letter stating the nature and time of service and reason for leaving the same; said letter to be given within ten (10) days.

RULES APPLICABLE TO STATIONARY SWITCH TENDERS.

Article 26.—Articles 4, 5, 6, 7, 11, 13, 15, 16, 23, 24, and 25 will apply to switch tenders.

The rates of pay and rules herein contained constitute an agreement between

Conductors and Trainmen.

the Boston & Maine Railroad, and its conductors, trainmen and yardmen, and will not be departed from without first giving thirty (30) days' notice from either party to the other.

Signed:

For the Conductors and Trainmen:

.....,
Grand Chairman O. R. C.

General Secretary O. R. C.

General Chairman B. R. T.

General Secretary B. R. T.

For the Railroad:

.....,
General Superintendent.

For the Yardmen:

.....,
General Chairman B. R. T.

General Secretary B. R. T.

COOKS AND WAITERS.

Agreement between Employers and Hotel and Restaurant Employees' International Alliance, Local No. 161, of Brockton, October 3, 1911, to October 2, 1913.

Agreement made and entered this.....day of in the year by and between.....of.....in the County of Plymouth, Commonwealth of Massachusetts, party of the first part, and Hotel and Restaurant Employees' International Alliance of America, Local 161, of Brockton, Mass., party of the second part, Agreed.

First.—That the undersigned agree to employ only members in good standing of Local 161, Brockton, Mass., whenever possible.

Second.—To display the label in a conspicuous place.

Third.—That the said label remain the property of Local 161, Brockton, Mass., and to be subject to return on demand.

Fourth.—Agree to all terms contained in Scale of Wages and Hours, adopted by aforesaid local, August 17, 1911, to take effect October 3, 1911, at 12, night, expiring October 2, 1913, at 12, night.

SCALE OF HOURS AND WAGES.

Article 1.—That a waiter shall not work more than 65 hours a week, and shall not receive less than \$12 a week and board.

Article 2.—That a waitress shall not work more than 58 hours a week, and receive not less than \$7 a week and board.

Article 3.—That a first man cook shall work no more than 70 hours a week, and receive not less than \$15 a week and board.

Article 4.—That a night man or order cook shall not work more than 84 hours a week, and receive not less than \$12 a week and board.

Article 5.—A cook's day assistant, male or female, not less than \$10 a week and board; the man to work not more than 70 hours a week, the woman not more than 58 hours a week.

Article 6.—That a first woman cook shall not work more than 58 hours a week, and receive not less than \$12 a week, and board.

Cooks and Waiters.

Article 7.—That a woman meat and order cook, or woman meat and pastry cook, shall not work more than 58 hours a week, and shall not receive less than \$12 a week and board.

Article 8.—Woman pastry cook shall not work more than 58 hours a week, and shall receive not less than \$9 a week and board.

Article 9.—Man pastry cook to work no more than 70 hours a week, and to receive not less than \$15 a week and board, provided that said work and man does not conflict with the schedule of the Bakers' Union.

Article 10.—Woman dishwasher to work no more than 58 hours a week, and to receive no less than \$6 a week and board.

Article 11.—That all employees working any spare time shall be paid 25 cents every hour or fraction thereof.

Article 12.—Kitchen men shall work no more than 70 hours a week, and shall receive not less than \$7 a week and board.

Article 13.—A pantry man or pantry woman; the man to work no more than 70 hours, the woman 58 hours a week, and to receive not less than \$10 a week and board.

Article 14.—That members of this local shall be given preference of work at all times, and the proprietor shall show why a member should not be employed, and he shall consult the business agent before employing non-union help.

Article 15.—That no member of this local shall be discharged except for just cause shown by the proprietor to this local, or discharged member stating cause was just.

Article 16.—That no employee working at any other craft shall work spare time except in cases of emergency.

Article 17.—Any employee working for meals shall work only between the hours of 12 A.M. and 1 P.M.

Article 18.—That a day or night waiter, waitress, or cook, shall work his or her full time between 14 consecutive hours his or her each day or night. Any employee working outside these hours shall receive spare time rates.

Article 19.—Members rooming where employed shall not be charged more than \$1 a week, except by mutual agreement.

Article 20.—To be added second holiday. Some holiday in the year when the proprietors can arrange to run not more than two places on that day in one year's time. Labor Day shall be considered a holiday, and all employees working a full day or part of a day to receive double pay.

Article 21.—That the business agent of this local has the right at any time to enter a place of business and consult employees.

Article 22.—Members receiving better conditions than the above scale of wages shall not be reduced unless by mutual agreement.

Article 23.—All day members shall have one day off in 14, or one-half day off in seven.

Article 24.—All night members shall have one night off in 14, or one-half night off in seven.

Article 25.—Any member of this local committing themselves in any way, while at work, if reported in writing to the local, action shall be taken thereon and said member be suspended or expelled as the case may warrant.

Article 26.—That I, as an employer, before hiring permanently an employee, will state to said hand that they must obtain a Clearance Card from the business

Cooks and Waiters.

agent to be deposited with me, duplicate of said card to be held by business agent.

Article 27.—That any violation of these articles be deemed a breach of contract and sufficient ground for withdrawing card.

Date..... Signed.....

IN WITNESS WHEREOF, we have this day set our hands and the seal of our organization.

.....
President.

.....
Business Agent.

Local 161, Brockton, Mass.

CUTTING DIE AND CUTTER MAKERS.

Agreement between Employers and Local No. 304, International Union of Cutting Die and Cutter Makers of America, of Lynn.—In effect January 1, 1911.

Agreement entered into this first day of January, 1911, by and between Die and Cutter Manufacturer of..... hereinafter known as Employer, and Cutting Die and Cutter Makers Union hereinafter known as Union, Witnesseth:

ARTICLE I.

It is agreed that none but members of above named Union, in good standing, shall be employed at our craft, except one man who shall be known as the Employer, who has full power to hire and discharge help.

ARTICLE II.

All Stockholders employed in a firm or corporation working at this craft must belong to the Union.

ARTICLE III.

That Representatives of said Union shall have access to the factory during the noon hour, only if provided with the proper credentials.

ARTICLE IV.

There shall be a shop Steward in each factory, appointed by the Union, who shall be the intermediary between the Employer and the Employee in matters pertaining to the Union.

ARTICLE V.

Any member becoming expelled from the Union shall be discharged upon request of the Local Union.

ARTICLE VI.

That forty-eight (48) hours shall constitute a week's work and that no shop shall be allowed to work more than five (5) of the forty-eight (48) hours on Saturday, the rest of the week to be decided by the Local.

All hours over the regular working hours shall be called overtime.

Cutting Die and Cutter Makers.

ARTICLE VII.

That time and one-half shall be paid for overtime and double time for Sundays and Legal Holidays, but under no circumstances will the members be allowed to work on Labor Day.

ARTICLE VIII.

At all times work must be divided equally in the respective branches of the trade as near as possible, between all men working in the shop.

ARTICLE IX.

All conditions of Labor which cannot be mutually agreed upon by the parties of this agreement shall be submitted for settlement to the Local Executive Board; however, if the trouble cannot be settled satisfactory to both parties the International Union shall be empowered to act according to Constitution.

ARTICLE X.

No piece-work shall be allowed and no individual member agreement shall be made or renewed between the Employer and the Employee.

ARTICLE XI.

No person shall be allowed to work at the craft by this Union for less than Ten Dollars (\$10.00) per week of forty-eight (48) hours.

ARTICLE XII.

A sympathetic strike to protect Union principles shall not be construed as a violation of this agreement.

ARTICLE XIII.

That one Apprentice under sixteen (16) years of age shall be allowed for each ten journeymen employed in a shop.

ARTICLE XIV.

The Employer shall not be allowed to work more hours than the schedule inserted in Contract to produce dies and he shall not be allowed to work on dies when the members are laid off.

ARTICLE XV.

This Agreement shall remain in force indefinitely. If either party wishes to annul or amend this Contract, they shall give a written notice of thirty days to the other party.

By.....

.....
For the Employer.

[SEAL.]

By.....

.....
For the Union.

Cutting Die and Cutter Makers.*Amendment to Articles 1 and 2 of Contract.*

It is agreed that none but members of above named Union in good standing, shall be employed at our craft in the firm known as..... except who shall be known by Local No..... as the Employers. All men working in the shop except the above named shall belong to the Union.

ELECTRICAL WORKERS.

Agreement between Employers and Local 377, International Brotherhood of Electrical Workers of America (A. F. of L.) of Lynn.—In effect May 1, 1910.

Agreement made and entered this.....day of.....in the year..... by and between.....of.....in the County of Essex and Commonwealth of Massachusetts, party of the first part and Electrical Workers Local No. 377 of Lynn, party of the second part; agreed—

First.—Agree to all terms contained in scale of wages and hours adopted by aforesaid Local, March 7th, 1910, to take effect May 1st, 1910, expiring May 1st, 1912.

SCALE OF HOURS AND WAGES.**ARTICLE I.**

The hours of labor shall be eight hours per day between the hours 7.30 A.M. and 4.30 P.M. All labor performed on Sundays or legal holidays shall be paid for at a double rate of wages. Overtime shall be time and one half up to 10 o'clock. After 10 P.M. double time.

ARTICLE II.

Each employer is entitled to one helper for each Journeyman employer.

ARTICLE III.

In going from shop to his work and from work to shop, each workman shall receive from his employer the necessary car fare and shall be paid for time consumed on said trips in Lynn.

ARTICLE IV.

Wages shall be as follows: — Journeymen Three Dollars and fifty cents (\$3.50) per day; helpers One Dollar and fifty cents (\$1.50) for first year. Second year helpers Two Dollars (\$2.00) per day.

ARTICLE V.

All workmen employed outside the City, if not notified by employer the previous night, the noon meal shall be paid for by the employer.

ARTICLE VI.

All Journeymen shall furnish all necessary tools to perform inside electrical work except 11-16 bits and all bits over one inch in diameter and all drills and all tools for conduit work.

Electrical Workers.**ARTICLE VII.**

All jobs in Lynn, more than one day on same job, men shall begin work at 7.30 A.M. and quit at 4.30 P.M. All out of town work, workmen shall be allowed time one way. All stock shall be ordered the night before to avoid all unnecessary delays on job.

ARTICLE VIII.

Saturday afternoon off year around; one man to stay on Saturday afternoon; if more than one man double time must be paid for all men over one.

Workmen shall not be allowed to do any outside work other than contracted by employer.

Men shall be allowed time to report at shop; pay day at regular quitting time.

No helper shall be allowed to do Journeymen's work when Journeymen are available.

In witness thereof, the parties hereto have caused this agreement to be signed by their duly authorized agent on the.....day of March, 1910.

.....
On the part of the Employer.

.....
On the part of the Union.

ENGINEERS—STEAM.

Agreement between Boston Brewers and Local Union No. 16, International Union of Steam Engineers.—In effect March 1, 1908.

ARTICLE 1.

All engineers employed shall be members in good standing of Engineers' Union 16 of Boston.

ARTICLE 2.

Eight consecutive hours shall constitute a day's or a night's work. Except when making the regular shift of watches, each engineer shall be allowed 16 hours off duty after completing one watch and before beginning another one. No watch shall begin or end between 12 o'clock midnight and 7.00 A.M.

ARTICLE 3.

Six days or nights shall constitute a week's work, the seventh day or night may be worked or not at the election of the employer, providing that 48 hours' notice of the decision be given to the engineer whose services are so required. The seventh day or night, if worked, shall be deemed overtime, and shall be paid for at the rate of single time. Each engineer shall have an equal share of the benefit of the six-day week.

ARTICLE 4.

While there is in operation any engine, pump, dynamo, compressor or motor, with the single exception of the boiler feed pump, an engineer shall be on duty.

ARTICLE 5.

One engineer in each brewery shall be designated as Chief Engineer. His duties and rights are defined in Article 7.

Engineers — Steam.**ARTICLE 6.**

Engineers shall do all ordinary repair work on boilers, engines, shafting, belting and piping, providing, however, that such work does not conflict with the trade rules of any other trade organization.

ARTICLE 7.

The Chief Engineer shall have charge of the operation and care of the steam and mechanical department of the plant. All orders or instructions to assistant engineers, firemen, or other workmen in his department shall be given by the Chief Engineer. No alterations or repairs shall be made in these departments except under the supervision of the Chief Engineer.

ARTICLE 8.

While standing a watch, no engineer shall be required to do any work outside of his trade, especially the preparing of water for brewing, or the performance of watchman's duties, nor shall he be required to do any work that shall take him away from the engine room for a space of more than 15 minutes at a time. The Chief Engineer's judgment as to the frequency of these intervals shall be final.

ARTICLE 9.

No engineer shall be required or allowed to do any work in any brewery other than the one in which he is regularly employed, during a watch.

ARTICLE 10.

Wages shall be paid weekly. Chief Engineers shall be paid \$28.00 per week of six days. Assistant engineers shall be paid \$21.00 per week of six days or nights.

ARTICLE 11.

Except as provided for in Article 3, no overtime shall be worked, except in case of emergency, and it shall be paid for at the rate of double time.

ARTICLE 12.

In case of the prolonged illness of any engineer, his position shall be held open for him for three months. If he does not report for work in that time, he shall be entitled to employment before all others whenever a vacancy shall occur. It is understood that if the sick man is an assistant engineer, he shall be entitled to, as above described, a position equal in rating to his former place, and not to a position as Chief Engineer should such a vacancy occur.

ARTICLE 13.

Assistant engineers shall change watches once in four weeks, or at such other periods as all the assistants working in each plant may agree upon with their employers.

ARTICLE 14.

Each engineer discharged shall be given a hearing if he requests the same, by the employer, whose decision shall not be subject to arbitration. At such hearing, representatives of Engineers' Union 16 may be present.

Engineers — Steam.

ARTICLE 15.

In case of grievance or differences between the employer and Engineers' Union 16 on any matter not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee, consisting of five members, two of whom shall be appointed by the employer, one of the two so appointed shall not be in any way interested in the brewing industry, two shall be appointed by Engineers' Union 16, and one of the two so appointed shall not be a member of any national or international union the members of which are employes of breweries. The fifth man shall be selected by the four men appointed as above, and he shall not be in any way interested in the brewing industry, nor be a member of any labor organization. The case may, by mutual consent, be submitted to the State Board of Conciliation and Arbitration, and both parties to the agreement shall abide by the decision of said committee or said State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration, no strike or lock-out shall be declared, except as provided for in Article 7.

ARTICLE 16.

Services done by employes in the interest and for the benefit of the union, except when it interferes with the duties of the employe, shall not be deemed cause for discrimination or discharge. Members appointed on committees for the union shall be relieved by the other engineers on the plant.

ARTICLE 17.

This agreement shall go into effect on March 1st, 1908, and remain in force until March 1st, 1909, and continue in force and effect from year to year thereafter, unless notice of a desire to terminate the agreement shall be given by either party to the same, at least three months before the 1st of March of any year. At the time of filing such notice, specifications of proposed new agreement or changes in the old one shall accompany the notice.

Engineers' Union 16,

.....

President.

.....

Vice-President.

.....
(In force January 1, 1908.)

.....
(Signed March 4, 1908.)

Boston Brewers' Association,

.....
(Signed March 10, 1908.)

.....
(Signed March 12, 1908.)

Any member violating any of the provisions of this agreement shall be fined \$50.00.

Adopted March 20, 1908.

.....
President.
.....
Secretary.

FIREMEN — STATIONARY.

Agreement between Coal Dealers and Local No. 3, International Brotherhood of Stationary Firemen, of Boston, Cambridge, and Vicinity. — In effect March, 1908.

Articles of agreement entered into this.....by and between Coal Company, and hereinafter designated as the employer and Local Union No. 3 of International Brotherhood of Stationary Firemen, a Labor Organization of Boston, Cambridge and vicinity, party to second part, and hereinafter designated as the Local.

First. — Nine (9) hours shall constitute a day's work from 7 A.M. to 12 o'clock noon, and from 1 P.M. to 5 P.M. except Saturday, when work shall cease at 12 o'clock, noon, from April 1st to November 1st and at 4 P.M. from Nov. 1 to April 1st.

Second. — All work performed outside of above hours shall be paid for as "overtime" at the following rate, 50 cents per hour.

Third. — All regular employed Firemen shall be paid for all Holidays, and there shall be no "broken time" unless voluntary on the part of the Firemen.

Fourth. — All Firemen when ordered to work at night at wharf shall be allowed (1) one hour for supper, (1) one hour at midnight and (1½) one and one-half hours for breakfast.

Fifth. — All regular employed Firemen shall receive not less than sixteen (16) dollars per week.

Sixth. — All regular employed Firemen running Hoisting Engines, Conveyers, Sawing Machines, "pick-ups", "scrapers", Electrical Towers, shall be paid not less than (18) eighteen dollars per week.

Seventh. — No Firemen shall go to wharves other than those of the Company they are employed by to perform any labor.

Eighth. — Transient Firemen acting in the capacity of Hoisters, Trolley-men, or Firemen shall receive (5) five dollars per day, and (6) six dollars a night, no hourly work considered.

Ninth. — Transient Firemen employed running one-man or electrical towers shall receive (6) six dollars per day and (7) seven dollars per night, no hourly work considered.

Tenth. — Members of Local 3 International Brotherhood of Stationary Firemen shall be given the preference of work.

Eleventh. — In case of grievances or differences between the employer and employees, on any matter except the discharging of men and other cases not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the coal industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of a national or international union, the members of which are employees of coal companies, the fifth man shall be selected by the four men appointed as above and shall not be in any way interested in the coal industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration, and both employer and employees shall abide by the decision of said committee or said State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

Firemen — Stationary.

Twelfth. — This Agreement shall remain in force until.....and continue annually unless notice has been given by either party three months before.....in each year, and at the time of serving such notice specifications of the proposed changes shall be submitted.

Agreement between Boston Brewers' Association and Locals Nos. 3 and 242, International Brotherhood of Stationary Firemen. — In effect March 18, 1908.

Article I. — All firemen employed in the breweries shall be members in good standing of Local Unions No. 3 and 242 of Boston of the International Brotherhood of Stationary Firemen.

Art. II. — Foremen where three or more are employed shall work six days or six nights each week, eight consecutive hours to be a day or night's work. All firemen to alternate. This does not apply to extra men.

Art. III. — Pay-day shall be weekly.

Art. IV. — In case of prolonged sickness of any fireman he shall be entitled to employment in his former capacity when he is able to perform his duties, provided he reported within three months.

Art. V. — In all plants where continuous steam is kept on the boiler or boilers there shall at all times be a fireman kept on watch in the fire room.

Art. VI. — A fireman's duty shall be the generation of steam in the boiler or boilers in the plant where employed. Firemen shall be given assistance to clean out back connection during his eight-hour watch. He shall not be compelled to do any work other than that pertaining to the work of the boiler room, but in case of accident or some unforeseen emergency, he shall give all the assistance that the nature of the case may be.

Art. VII. — When a vacancy occurs in any brewery, any member in good standing of Locals No. 3 and 242 of the International Brotherhood of Stationary Firemen may be employed to fill such vacancy.

Art. VIII. — All firemen shall alternate at such periods as a majority of them may agree upon with the approval of the employer, provided such periods do not exceed a month's duration.

Art. IX. — In case of grievances or differences between the employer and employees, on any matter except the discharging of men and other cases not expressly covered by articles in this agreement, the matter shall be laid before an arbitration committee consisting of five members, two of whom shall be appointed by the employer, and one of the two so appointed shall not be in any way interested in the brewing industry; two shall be appointed by the employees, and one of the two so appointed shall not be a member of a national or international union, the members of which are employees of breweries; the fifth man shall be selected by the four men appointed as above and shall not be in any way interested in the brewing industry or be a member of any labor organization. Or the case may be by mutual consent submitted to the State Board of Conciliation and Arbitration, and both employer and employees shall abide by the decision of said committee or said State Board of Conciliation and Arbitration. Pending the settlement of any dispute by arbitration no strike or lockout shall be declared.

Art. X. — Firemen shall be paid at the rate of \$2.86 per day for each of the six days or nights, all time work over eight hours per day to be paid at the rate of fifty cents (50c) per hour.

Firemen — Stationary.

Art. XI.—Service done by employees in the interest of and for the benefit of the Unions, except where it interferes with the duty of the employee, shall not be cause for discrimination or discharge.

Art. XII.—This contract is to remain in force until March 1st, 1909, and continue annually unless notice has been given by either party three months before the first of March in each year, and at the time of serving such notice specifications of the proposed changes shall be submitted.

Art. XIII.—Firemen who are officers of the Unions shall be allowed to change watches with partners so they can attend meetings of the Unions and perform duties pertaining to such office; those appointed on committees to have the same privilege.

Art. XIV.—All firemen to change watches at 7 A.M., 3 P.M. and 11 P.M.; this does not apply to extra men.

Art. XV.—All material that is to be burned in the furnace shall be placed in front of the boilers.

For Local Unions No. 3 and 242.

.....

For the I. B. of S. F.

.....
 Signed March 18.

For the Boston Brewers' Association.

.....
President.

GOODYEAR OPERATORS.

Agreement between Employers and Goodyear Operators' Independent Union of Lynn.

Agreement entered into this.....day of.....between the Goodyear Operators' Independent Union of Lynn, Mass. and the firm of

The Union and the party of the second part do hereby pledge themselves to the strict observance of the several articles herein contained.

ARTICLE I.

The present prices are to remain inviolate during the life of this agreement.

ARTICLE II.

The party of the second part agrees to give preference of employment to members of this Union, but may upon application to this Union, teach apprentices, if the Union is unable to supply skilled operators. Said apprentices shall not be solicited to join the Union until after six months, so as to determine the efficiency of said apprentices.

ARTICLE III.

Grievances arising from any cause shall be adjusted by a representative of this Union and party of the second part. If they can not reach an agreement, the dispute shall be referred for settlement to a board of three competent citizens of Lynn, one to be selected by the Union, one to be selected by the

Goodyear Operators.

party of the second part, and the third member shall be selected by the first two. There shall be no stoppage of work or lockout because of any difference arising. The decision of the board shall be final and binding upon both parties to this agreement.

CONCLUSION.

We, the Goodyear Operators' Independent Union of Lynn, Mass. and.....do solemnly promise to abide by the several articles herein contained. This agreement shall remain in force from date until..... We will agree to accept any alterations or substitute any other equitable agreement for this one that is acceptable to the majority of the unions and manufacturers of Lynn.

This agreement shall remain in full force and operation for the period of one year from the date hereon.

GRANITE CUTTERS.

Agreement between Granite Manufacturers of Worcester and Worcester Branch of the Granite Cutters' International Association, 1912-1917.

Governing the cutting of Granite between the Worcester Branch of the G. C. I. A. and the manufacturers under the jurisdiction of the Worcester Branch of the G. C. I. A.

It is hereby mutually agreed between the Worcester branch of the G. C. I. A. and the employers of granite cutters in Worcester, Mass., and vicinity, that the following regulations shall govern Granite Cutters from May 1, 1912, until May 1, 1917, or longer as per clause 27 in this agreement.

(1) The wages of Granite Cutters on building and monumental work to be 42 cents per hour minimum until May 1, 1916, and from May 1, 1916, to May 1, 1917, the minimum wages shall be 50 cents per hour minimum. (This agreement as to rate for fifth year is made with the understanding that it is to be binding only as long as sections 200 and 213 of the 1912 revised constitution of the G. C. I. A. remain unchanged; and becomes null and void at the time any alterations or revisions are made in these sections.)

(2) Eight hours shall constitute a day's work, five days of the week and on Saturdays five hours shall constitute a day's work the year around.

(3) The hour of starting to be from 7 A.M. to 8 A.M., one hour for noon, excepting the months of December, January, and February when one-half hour shall be allowed for noon.

(4) All work done outside the regular working hours shall be counted as one and one-half for overtime. Double time to be paid for all work done from the time darkness sets in until day breaks.

(5) Double time for Sundays and Holidays named in this agreement. The Holidays recognized are as follows: Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas.

(6) No overtime to be worked without the approval of the adjustment committee and only in cases where a stone is spoiled, delayed in quarrying or required to finish a car, shall any application for work to be done outside of working hours be considered.

(7) Tool sharpeners to receive 42 cents per hour minimum. Fourteen men shall constitute a gang, and no extra men. Where a power grindstone is not used twelve men shall constitute a gang.

Granite Cutters.

(8) One surfacing machine to count as four men, four surfacing machines to count as one gang. One pneumatic drill to count as two men.

(9) No granite cutter to take a fire to sharpen permanently while there are union sharpeners loafing in the vicinity.

(10) A granite cutter who is sharpening temporarily shall not be required to cut granite if he has eight men to sharpen for.

(11) Wages to be paid weekly, not more than three days pay to be retained. All workmen discharged to be paid at once in cash. Workmen leaving voluntarily to be paid in money or in bank checks. Workmen to be paid during working hours.

(12) Surfacing machines not to be worked in sheds where hand tools are being used during regular working hours.

(13) All reasonable precautions shall be taken to prevent dust from surfacing machines entering cutting sheds. Workmen shall be protected at all times from the dust from said machines whether in sheds or outside.

(14) The use of bumpers shall not be allowed.

(15) Men working outside the sheds shall receive 25 cents per day above the indoor rate, unless they have proper covering. Canvas to be proper covering. They must also be put in sheds when it storms.

(16) Suitable sheds to be provided for cutters for shelter from sun and rain.

(17) One apprentice to be allowed to each gang and an agreement between employer and apprentice to have them serve three years with one firm and that no "improvers" be allowed. One apprentice to be allowed in yards where there is not a full gang employed.

(18) All operators of granite cutting and tool sharpening machines shall be members of the G. C. I. A.

(19) Operators of surfacing machines to receive 45 cents per hour minimum from May 1, 1912, to May 1, 1916. They shall receive 53 cents per hour from May 1, 1916, to May 1, 1917. A beginner to be allowed one month at the indoor rate of wages.

(20) Tool sharpeners' shops shall be properly lighted and ventilated.

(21) Sheds shall be properly heated from Nov. 1 to Apr. 1 of each year.

(22) All sheds shall be properly ventilated to the satisfaction of the branch.

(23) Grindstones not to be turned down in shed where cutters are at work during working hours.

(24) Water-closets for workmen shall be kept clean and in a sanitary condition at all times.

(25) Cutters shall have the privilege of taking out and putting in cuts in their own bush-hammers.

(26) Any dispute arising between employers and employees on the above agreement shall be submitted to a committee, representing employers and employees. There shall be no action taken pending investigation by this committee.

(27) This agreement and regulations to take effect May 1, 1912, and continue to May 1, 1917. After that date should either party desire a change three months' notice to be given previous to May 1, 1917, or any year thereafter. Should no notice be given this agreement and regulations to continue from year to year.

(28) Polishers and sawyers shall be governed by the same rules as granite cutters. Minimum wage rate for polishers to be 42 cents per hour. Setting beds

Granite Cutters.

for polishers shall be done by laborers under the supervision of a member of the G. C. I. A. Minimum wage rate for sawyers to be 42 cents per hour. Two of the men employed on each Chase saw shall be members of the G. C. I. A. and one man on a gang saw shall be a member of the G. C. I. A. It is understood that repairs and changing of the blades on saws can be done outside of the regular working hours with others not members of the G. C. I. A.

INSULATORS AND ASBESTOS WORKERS.

Agreement between Employers and Local No. 6, International Association of Heat and Frost Insulators and Asbestos Workers, of Boston, January 1, 1911, to January 1, 1912.

Agreement and working rules agreed upon this 30th day of September, 1910, between the Employers of the Asbestos Workers and a Committee representing the Asbestos Workers' Union, Local No. 6.

Hours of Labor.

The regular working hours shall be from 8 A.M. to 12 M. and from 1 P.M. to 5 P.M., six days per week the year around. Workmen shall be on their jobs promptly at the hours above-named, and shall work full eight hours per day, it being agreed that where it is impossible for the workmen to strictly adhere to these hours, by reason of unusual difficulty in getting to and from the particular job, the facts shall be stated to the employer, and the employer shall make any allowance that seems to him reasonable and proper in the matter of time in such cases.

Board.

Where board of workmen is paid, the actual price of board is to be paid, but same shall not exceed one dollar per day, with this modification viz: that where reasonable suitable board cannot be obtained by the workmen within this maximum price, then the workman shall notify the employer of the fact, and the employer may authorize the workman to expend such larger sum than one dollar per day as the conditions may require.

Overtime.

For work after regular hours of labor, Sundays and Legal Holidays, double time shall be paid.

Holidays observed: February 22, May 30, July 4th, Labor Day, Thanksgiving Day and Christmas Day.

Car Fares.

The same arrangement as to payment of car fares by employer, shall exist as heretofore; in no case shall such fare be charged by the workman unless actually paid by him.

Traveling.

The time properly employed in traveling during regular working hours shall be paid single time. No time shall be paid for traveling except during regular working hours.

Rate of Wage.

The daily wage of journeymen shall be a minimum of \$3.50 per day, and the improver at \$2.25 per day for the first year. It is understood that the employer

Insulators and Asbestos Workers.

will, in so far as possible, give members of the Insulators and Asbestos Workers Union the preference.

Location of Workmen.

Any workman desiring to locate permanently in some city or town outside of Boston, shall work there without board being paid by employer.

Territory.

It is understood that this agreement shall be in force in Boston and surrounding territory where the round trip steam railroad fare from the various depots in Boston is less than \$1.00.

Grievances.

Grievances arising between workmen and employers will be settled in conferences between the employer and workman directly involved; or reported to a joint committee made up of three members of the Union and three of employers, and the finding of such committee shall be final and binding upon the Union and upon such employer.

Joint Committee.

A joint committee, consisting of three members of the Union and three of the employers, shall be appointed. This committee may meet once in four months, on the first Monday in the month. Special meetings shall be held when either of the parties hereto makes such request.

The majority vote of the committee shall decide all questions, but in case of a tie vote, the deciding vote shall be cast by an umpire. This umpire shall be chosen at the first meeting of the committee, to serve on the committee, when requested, and must be some disinterested, reputable citizen.

Time of Agreement.

This agreement to take effect January 1st, 1911, and continue to Jan. 1st 1912.

Working rules to govern the members of the ASBESTOS WORKERS UNION, LOCAL No. 6, when working outside the territory set forth in the original agreement.

It is understood by the Employers and the Asbestos Workers' Union Local No. 6, that the members of the said Union shall be allowed to work with local asbestos workers outside of said territory, but not with any non-union man whose board and expenses are paid by the employer.

It is also understood that the members of Local No. 6 are allowed to work nine hours per day when working outside of said territory, and the employer shall pay for one extra hour besides the minimum wage for 8 hours. Workmen must have orders from the employers to work the extra hour before doing so. Eight hours constitute a day's work for a minimum wage of \$3.50 for journeymen and \$2.25 for improvers for the first year wherever the work may be located.

This agreement and working rules must be strictly lived up to, any violation of same will be punishable according to the laws of the organization.

.....

Committee on Working Rules.

LEATHER WORKERS ON HORSE GOODS.

Agreement between Employers and Local No. 105, United Brotherhood of Leather Workers on Horse Goods, of Boston, April 15, 1911, to April 15, 1912.

Agreement made and entered into this 15th day of April, 1911, by and between Local 105 of the United Brotherhood of Leather Workers on Horse Goods, an association of employes, party of the first part, and the undersigned, a manufacturer of harness, saddles, collars and leather horse goods, party of the second part, agree, individually and jointly, upon the following express terms and conditions for harmonious business relations as appertaining to the buying and selling of labor, for the prevention of industrial strife, and for the settlement of all controversies, fairly and equitably, as they arise, when same are not governed by the terms and provisions following:

The party of the first part, by its Local Branch No. 105, agrees to furnish to the party of the second part the use of its Union Stamp and Shop Card, without cost, other than a compliance with conditions following:

First.—All the employes of the party of the second part employed in the manufacture of leather horse goods must be members of the United Brotherhood of Leather Workers on Horse Goods at the going into effect of this agreement.

Second.—That the party of the second part further agrees that he will employ none but members of the aforesaid organization, and if none such are procurable, will only employ such workmen that signify their willingness to join the said United Brotherhood.

Third.—The party of the second part agrees to abide by all laws of the aforesaid organization of the party of the first part appertaining to the employment of apprentices, and the requirements exacted of applicants for membership, and of employers regarding the use of the Union Stamp and Shop Card.

Fourth.—The hours of labor shall be from 7 A.M. to 12 noon, and from 1 P.M. to 5 P.M. and at no time shall the men be required to work any more than five continuous hours without rest for luncheon or dinner, nor shall the hours of labor exceed ten hours per day, except Saturday to 4 P.M.

Fifth.—The minimum scale of wages paid for day or week workmen shall not be less than cents per hour, or 16.50 dollars per week; piece workmen to be paid according to the schedule of prices agreed upon at the signing of this agreement.

Sixth.—That no members be required or allowed to work on Labor Day (the first Monday of each September).

Seventh.—No team work shall be allowed; stitchers or finishers are, however, not considered as working team work.

Eighth.—The party of the second part further agrees to meet a duly authorized committee from the said United Brotherhood, at any time, to discuss and adjust such grievances or misunderstandings as may occur from time to time that are not provided for in this agreement.

In consideration of the compliance with the above terms and conditions on the part of the party of the second part, the party of the first part agrees to place its Union Stamp on all products manufactured by the party of the second part, and agrees to furnish the party of the second part an official Shop Card. The use of the Union Stamp and Shop Card, however, shall not be compulsory on the part of the party of the second part.

The party of the first part further agrees to promote the interests of the party of the second part insofar as advertising and recommending the business

Leather Workers on Horse Goods.

of the party of the second part to all of its friends and constituents as deserving of their patronage, as a result of their compliance with the terms and conditions set forth in this agreement.

This agreement entered into by and between the party of the first part, an association of employes, and the party of the second part, a manufacturer of harness, saddles, collars and leather horse goods, shall remain in full force and continuance one year from date.

The violation of this agreement on the part of the party of the second part shall be cause for the revocation of all the privileges granted by the provisions required of the party of the first part as contained herein.

It is agreed that should the party of the second part sell, dispose of, or convey their business, this agreement shall become null and void.

(Party of the first part.)

UNITED BROTHERHOOD OF LEATHER
WORKERS ON HORSE GOODS.

By.....

President.

.....

Sec'y-Treas.

Local Branch No. 105.

(Party of the second part.)

.....

.....

MEAT CUTTERS AND BUTCHERS.

*Contract between the Retail Butchers of the Town of.....
State of.....and the Amalgamated Meat Cutters and
Butcher Workmen of North America, A. F. of L., Local Union No.*

1. All employes, except Bookkeepers, Agents, Barnmen, and Delivery Boys, *not cutting meat*, must be members of Local No....., A. M. C. and B. W. of N. A.

2. When a vacancy occurs, only members of the Union are to be employed, extra help for short periods excepted.

3. Working days shall not exceed.....hours, six working days to be considered a full week, except as otherwise provided in this contract; Saturdays and two evenings before Thanksgiving and Christmas and one evening before every other holiday excepted.

4. *This to apply to markets only.*

5. From 6.30 A.M. to 10 A.M. shall be considered a full day when it occurs on a holiday.

6. Shortening of hours shall not cause a reduction of wages.

7. All overtime must be paid at the rate of time and a half; Sunday work at the rate of double time, and *Sunday* work to be done only when absolutely necessary.

8. Markets to be kept open from 6.30 A.M. to 6.30 P.M. from.....
to....., and from.....to
from.....A.M. to 7 P.M., men to start cleaning up at 6.30 P.M.

Meat Cutters and Butchers.

9. I do further agree that my market shall be kept closed on Sundays and legal holidays, except as otherwise provided in this contract.

10. This agreement to go into effect.....and expires.....

(Signed).....

.....
President.

.....
Secretary.

Rules Governing the Union Label and Stamp.

1. To entitle the employer to the use of the Amalgamated Meat Cutters and Butcher Workmen Label, all employees must be members of unions affiliated with the Amalgamated Meat Cutters and Butcher Workmen of North America.

2. The hours of labor of employees shall not be more than..... per day; the hours to be set by the union and approved by the President of the Amalgamated Meat Cutters and Butcher Workmen.

3. The scale of prices adopted by the union shall be paid by the employer.

4. The union rules shall be faithfully enforced by the employer.

5. The employer shall not receive from the union more labels than are sufficient to cover the product for the ensuing week.

6. The employer shall agree that should he, at any time, violate the rules under which the label is issued to him, he will not use any more of the union labels, but will surrender them to the union, or officer of the union, from whose hands he received them.

7. The employer will not himself, nor permit anyone for him, or in his behalf, have the label of the Amalgamated Meat Cutters and Butcher Workmen imitated, duplicated, or counterfeited in any way whatsoever.

8. That should the employer desire to discontinue the use of the label he shall give one week's notice of the same to the duly authorized and accredited officer or representative of the union from whose hands he received the label.

9. That it is the purpose of the employer, as well as the union, to faithfully carry out the above provisions in letter as well as in spirit.

10. That this agreement shall be binding for a period of..... from date, or longer, unless terminated in accordance with the notice herein provided.

Signed this.....day of.....190

Signature of Employer.....

.....Union No..... Business.....
.....City.....State.....

.....
President.

.....
Secretary.

MOLDERS.

Conference agreements in force and ruling between The International Molders' Union of North America and The Stove Founders' National Defense Association.

CONFERENCE, 1891. — *Whereas*, There has heretofore existed a sentiment that the members of the Stove Founders' National Defense Association and the members of the International Molders' Union of North America were necessarily enemies, and in consequence a mutual dislike and distrust of each other and of their respective organizations has arisen, provoking and stimulating strife and ill-will, resulting in severe pecuniary loss to both parties; now, this conference is held for the purpose of cultivating a more intimate knowledge of each other and of their methods, aims and objects, believing that thereby friendly regard and respect may be engendered, and such agreements reached as will dispel all inimical sentiments, prevent further strife and promote the material and moral interests of all parties concerned.

CLAUSE 1, CONFERENCE, 1891. — *Resolved*, That this meeting adopt the principle of arbitration in the settlement of any dispute between the members of the I. M. U. of N. A. and the members of the S. F. N. D. A.

CLAUSE 2, CONFERENCE, 1891 (AMENDED 1910). — That a conference committee be formed, consisting of twelve members, six of whom shall be iron molders appointed by the International Molders' Union of North America and six members appointed by the S. F. N. D. A., all to hold office from January 1 to December 31 of each year.

CLAUSE 3, CONFERENCE, 1891. — Whenever there is a dispute between a member of the S. F. N. D. A. and the molders in his employ (when a majority of the latter are members of the I. M. U.), and it cannot be settled amicably between them, it shall be referred to the Presidents of the two associations before named, who shall themselves or by delegates give it due consideration. If they cannot decide it satisfactorily to themselves, they may, by mutual agreement, summon the Conference Committee, to whom the dispute shall be referred, and whose decision by a majority vote shall be final and binding upon each party for the term of twelve months.

Pending adjudication by the Presidents and Conference Committee, neither party to the dispute shall discontinue operations, but shall proceed with business in the ordinary manner. In case of a vacancy in the Committee of Conference, it shall be filled by the association originally nominating. No vote shall be taken except by a full committee or by an even number of each party.

CLAUSE 4, CONFERENCE, 1892. — Apprentices should be given every opportunity to learn all the details in the trade thoroughly and should be required to serve four years. Any apprentice leaving his employer before the termination of his apprenticeship should not be permitted to work in any foundry under the jurisdiction of the I. M. U. of N. A., but should be required to return to his employer. An apprentice should not be admitted to membership in the I. M. U. of N. A. until he has served his apprenticeship and is competent to command the average wages. Each apprentice in the last year of his apprenticeship should be given a floor between two journeymen molders, and they with the foreman should pay special attention to his mechanical education in all classes of work.

CLAUSE 5, CONFERENCE, 1892. — The general rate of molders wages should be established for each year without change.

CLAUSE 6, CONFERENCE, 1892. — When the members of the Defense Association

Molders.

shall desire a general reduction in the rate of wages, or the Molders' Union an advance, they shall each give the other notice at least thirty days before the end of each year, which shall commence on the first day of January. If no such notice be given, the rate of wages current during the year shall be the rate in force for the succeeding year.

CLAUSE 7, CONFERENCE, 1892 (AMENDED 1903).—The present established price of work in any shop should be the basis for the determination of the price of new work of similar character and grade, *unless the Presidents of the two organizations, or their representatives, shall decide that the established prices of similar work in the shop are not in accord with the price of competitive goods made in the district.*

CLAUSE 8, CONFERENCE, 1893.—Any existing inequality in present prices of molding in a foundry or between two or more foundries should be adjusted as soon as practicable upon the basis set forth in the foregoing paragraphs by mutual agreement, or by the decision of the adjustment committee provided by the conference of March, 1891.

CLAUSE 9, CONFERENCE, 1896.—New work should always be priced within a reasonable time, and under ordinary circumstances two weeks is considered a reasonable time, and such prices, when decided upon, should be paid from the date the work was put in the sand.

CLAUSE 10, CONFERENCE, 1896 (AMENDED 1903, 1910).—The members of the S. F. N. D. A. shall furnish to their molders: Shovels, riddles, rammers, brushes, facing-bags, bellows and strike-off, provided, however, that they charge at actual cost tools so furnished, adopting some method of identification; and when a molder abandons the shop, or requires a new tool in place of one so furnished, he shall, upon the return of the old tools, be allowed the full price charged, without deducting for ordinary wear; any damage beyond ordinary wear to be deducted from the amount so charged.

CLAUSE 11, CONFERENCE, 1896 (AMENDED 1906).—*When it is shown that the aggregate loss on account of dull iron amounts to 4 per cent. of the total value of the work poured by the molders in any one heat, it shall be deemed a bad heat, and payment shall be made for all work lost from this cause.*

When the aggregate loss from this cause is less than 4 per cent. of the total value of the work poured by the molders in any one heat, and 10 per cent. of the molders lose 10 per cent. or more of their day's work in the aggregate, on account of dull iron, then such men shall be paid for all such loss in excess of 4 per cent. of their day's work; it being understood that where more than one cupola is used, the molders receiving iron from each cupola shall be considered the same as though they were working in separate shops in making the above computation.

CLAUSE 11½, CONFERENCE, 1909.—If sufficient iron is not furnished the molder to pour off his work, and such work has to remain over, he shall be paid for such work remaining over at one-half of the regular price.

This rule shall apply, excepting in case of breakdown of machinery, or other unavoidable accidents, where no allowance shall be made.

CLAUSE 12, CONFERENCE, 1898.—Whenever a difficulty arises between a member of the S. F. N. D. A. (whose foundry does not come under the provisions of Clause 3, 1891 Conference) and the molders employed by him, and said

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difficulty cannot be amicably settled between the member and his employes, it shall be submitted for adjudication to the Presidents of the two organizations or their representatives without prejudice to the employes presenting said grievance.

CLAUSE 13, CONFERENCE, 1898. — In pricing molding on new stoves when there are no comparative stoves made in the shop, the prices shall be based upon competitive stoves made in the district, thorough comparison and proper consideration being given to the merits of the work according to labor involved.

CLAUSE 14, CONFERENCE, 1899 (AMENDED 1910). — Stove manufacturers, members of the S. F. N. D. A., shall furnish in their respective foundries a book containing the piece prices for molding, the same to be placed in the care of the foreman of the foundry and a responsible molder agreeable to both employer and employes, said book to be placed in a locker on molding floor, to which the foreman and the molder so selected shall have free and independent access.

CLAUSE 15, CONFERENCE, 1902. — The general trend of industrial development is towards employing skilled labor, as far as practicable, at skilled work, and in conformance with this tendency every effort should be made by the members of the S. F. N. D. A. and the I. M. U. of N. A. to enable the molder to give seven hours of service per day at molding, and to encourage the use of unskilled help to perform such work as sand cutting and work of like character, when the molder can be given a full day's work.

CLAUSE 16, CONFERENCE, 1902. — Inasmuch as it is conceded by the members of the S. F. N. D. A. that the earnings of a molder should exercise no influence upon the molding price of work which is set, according to well-established precedent and rule of conference agreements, by comparison with other work of a like kind, the placing of a limit upon the earnings of a molder in the seven hours of molding should be discountenanced in shops of members of the S. F. N. D. A.

CLAUSE 17, CONFERENCE, 1902. — When a full floor of new work is given a molder he should be guaranteed the day-work rate of pay for the first day, in order that he may be given an opportunity to get the job in good running order for piece work; if, however, the molder should earn more than the day-work rate, he should be paid his full earnings.

CLAUSE 18, CONFERENCE, 1902. — Where a change of job is made, the molder often loses considerable time and is put to great inconvenience through the necessary clamps, boards and other facilities needed for the job not being supplied to him promptly. We believe that in well regulated shops that should be made a feature of the shop management and should be a subject of favorable recommendation to the members of the S. F. N. D. A.

CLAUSE 19, CONFERENCE, 1904. — The International Molders' Union of North America shall not itself nor by any of its agents in any manner discriminate against the goods manufactured or sold by any member of the Stove Founders' National Defense Association, because of the unwillingness of such member of said Association to use the Union label, and that a copy of this resolution be duly attested by the Presidents and Secretaries of the respective organizations, with the seal of each organization attached thereto, and a *fac simile* thereof be furnished each member of the Stove Founders' National Defense Association and each Local of the International Molders' Union of North America.

CLAUSE 20, CONFERENCE, 1904. — When the price of piece work has been

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agreed to between a member of the S. F. N. D. A. or his representative and a price committee representing the molders in his shop, that such prices shall be reduced to writing at that time, and shall be final and binding.

CLAUSE 21, CONFERENCE, 1905.—The general ratio of apprentices to journeymen molders employed in the foundries of members of the S. F. N. D. A. shall be one to five, and one to each shop; provided, however, that whenever a member of the S. F. N. D. A. finds he cannot secure the number of molders he may require for the needs of his business, the question shall be referred to the Presidents of the two Associations, or their representatives, for investigation and relief. If it is found that the member of the S. F. N. D. A. is entitled to relief he shall be allowed such additional number of apprentices as shall be mutually agreed upon.

The number of apprentices shall be computed upon the number of floors being operated by journeymen molders, it being understood that when the force of molders is increased said increase shall have been in existence not less than eight weeks previous to the employment of additional apprentices.

In shops where the ratio at present is more than one to five, the ratio agreed upon shall be reached by refraining from placing new apprentices at work until such time as the apprentices employed shall have been reduced to the proper number, and that in the shops where the present ratio is less than one to five, no journeyman molder shall be discharged or laid off for the purpose of supplanting him by an additional apprentice.

CLAUSE 22, CONFERENCE, 1905.—Molders who may be employed as "Cat Skinners" shall receive fifteen per cent. premium on the piece price for the first three days; and thereafter, while employed on the same job, shall be paid the regular rate of piece prices.

By "Cat Skinner" is meant only such molder as is temporarily employed to work on a floor that is temporarily vacant through the absence of the molder who is regularly employed upon said floor.

CLAUSE 23, CONFERENCE, 1905.—Recognizing the desirability of introducing new methods and machines in stove foundries, it is agreed by the conferees of the I. M. U. of N. A. and of the S. F. N. D. A. that such processes are entitled to and should have consideration in fixing prices and wages.

CLAUSE 24, CONFERENCE, 1905.—When a stove is to be priced, a list shall be furnished the committee of all pieces that belong to the stove, whether some of such pieces have been priced previously or not, so that the committee shall know what pieces go with the stove, and such pieces as have been already priced can be so marked, and all prices, when agreed upon by a committee of molders and a representative of the employer, to be dated and signed by both parties.

CLAUSE 25, CONFERENCE, 1907.—When new sand is needed, it shall be delivered to the molders' floor free of charge.

CLAUSE 26, CONFERENCE, 1908.—A basic rate of wage of \$4.00 net shall be used in pricing work made upon a machine. The price of a given job on a machine shall be determined by the work of an expert furnished by the employer, who shall put up a day's work on the machine, and the number of good castings produced by him shall be used as a divisor of the basic wage, and the result shall be the piece price.

We designate as a machine, primarily, the simple squeezer, when match plates are used, considering this the lowest type of machine.

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Such machines are to be regularly operated by journeymen molders or apprentices, but in the event the shop management can not secure such services out of its regular force, then relief shall be given to it in the manner provided for in Paragraph 1, Clause 21, Conference 1905.

CLAUSE 27, CONFERENCE, 1909.—When a board is priced with a dead-head and the dead-head is taken out, the full board price shall be paid unless something of a similar character is substituted, or the board may be repriced.

CLAUSE 28, CONFERENCE, 1910.—On and after April 1, 1911, the last ladle of iron will be given to the molder within an hour and three-quarters after the seven hours of molding.

The following letter was adopted by the recent conference between the representatives of the S. F. N. D. A. and the I. M. U. of N. A., for the purpose of giving the method by which Aluminum Match Plates are to be priced:

CHICAGO, ILL., December 17, 1909.

The pricing of Aluminum Match Plates, and other new methods of molding, shall be by comparison, in accordance with the conference agreements, full allowance being given for increased output as the result of the new method and any additional labor on the molders' part.

If the Price Committee and the firm's representative fail to reach an understanding as to the work in dispute, demonstrations by actual test may be made as follows:

Demonstrations shall be made by one or more journeymen molders familiar with the work in question, who shall be mutually selected by the Price Committee and the firm's representative.

The demonstrations shall take place in the molding room where the journeymen are employed, and under the normal conditions surrounding molding in the said foundry.

The length of time given to demonstrations shall be determined by the character of the work, as agreed upon by the Price Committee and the firm's representative.

When the demonstration shall prove unsatisfactory, either party shall have the right to demand another demonstration.

Demonstrations, when accepted, shall determine the difference in molding time between the old and the new methods, and this difference in molding time shall be the basis for the difference in the price to be set upon the new jobs.

In the event the Price Committee and the firm's representative fail to agree, the matter shall be referred to the officials of both associations.

Synopsis of the Action of the Conference between Representatives of The S. F. N. D. A. and The I. M. U. of N. A. — December 15, 1910.

To the Officers and Members of the I. M. U. of N. A., Greeting:

At the recent Annual Conference between representatives of the S. F. N. D. A. and the I. M. U. of N. A., which adjourned in Chicago, Ill., December 17th, 1910, several matters were acted upon which we desire to place before you for your information and guidance.

As the construction to be placed upon Clauses 15 and 18 of the Conferences

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Agreements would have a direct bearing upon some of the propositions which were to be considered by the Conference, they were both taken up and construed by the Conference to be Conference Agreements, and not recommendations, as had been previously held by some members in both associations.

Clause 15 relates to the number of hours which shall be given to molding, and in addition recommends that molders have their sand heaps cut by unskilled labor. In construing this clause the Conference held that the seven hours of molding did not include sand cutting, but referred to the time which should be given to molding, when the foundrymen could furnish the molder with a full day's work. It further means that whenever a full day's work is given that the molder have his sand cut by unskilled labor whenever this is possible.

Clause 18 relates to the facilities which shall be given to the molder to do the day's work. It was held that this clause was a Conference Agreement, and that there might be no future misunderstanding of its terms and provisions, the term "facilities" was construed to mean the prompt delivery on the molder's floor of all patterns, except the first pattern in the morning, and with all the necessary boards, flasks, clamps, gates, tins, chaplets, cores, etc., required for the molding of the jobs.

In connection with the regulation of the length of the working day, it was agreed that on and after April 1st, 1911, the last ladle of iron will be given to the molder within eight and three-quarters hours. This means that the last ladle of iron will be given to the molder within one hour and three-quarters after the seven hours of molding.

The long discussed question of work lost through dirty iron was covered by the adoption of an agreement which reads as follows:

"It has been deemed unwise to adopt any sweeping resolution covering claims which may be made for work lost by the molders throughout the entire Association, by reason of alleged dirty iron. It is, however, conceded that where there is an abnormal loss of work in any specific instances, that the Secretary of the Association and any officer of the I. M. U. must promptly take the matter up for investigation, and such work lost through no fault of the molder shall be paid for in full."

This agreement is self-explanatory and means that whenever there is an excess of work lost because of dirty iron — that is, when the loss is more than normal — and the firm refuses to pay for the work lost, that the question shall be taken up promptly by the officers of both associations, and the molders paid for all work lost because of dirty iron, unless it can be shown that the fault lay with the molder.

On the question of the percentage to be paid, it was agreed that the rate should be 30%¹ or its equivalent on present board prices. This advance to apply to all piece-workers, day-workers, and to molding machine work which has been already priced, and that which will be priced in the future.

Relative to the pricing of work made on Molding machines, as provided for in Clause 27, there was considerable discussion by the Conference. It was agreed that there should be an immediate effort made by both the firms and the molders to price all work now being made on molding machines. In determining the price to be placed upon this work, the normal output of the machine must be taken

¹ The conference of 1912 provided that the rate be 35 per cent.

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into consideration and a demonstration held whenever this is necessary. Whenever the firm and the price committee can not agree, then the question must be submitted to the officers of both associations for adjustment as provided for in Clause 3.

Fraternally yours,

JOS. F. VALENTINE,
President.

The following resolution was passed at the Conference held in 1909:

Resolved, That it was the sense of the meeting when a molder is required to leave out a portion of his work, to make odd work, whether made in the flask left out or in other flask, that he be paid for his floor the previous day's wages.

The following resolution was adopted at the Conference held in 1912:

Resolved, That molders receive their wages weekly after April 1st, 1913.

MOVING PICTURE MACHINE OPERATORS.

Agreement between Managers of Moving Picture Houses and Local 186, International Alliance Theatrical Stage Employees, of Springfield, January 1, 1910, to January 1, 1912.

WAGE SCHEDULE OF 1910 AND 1911.

Section 1.—All houses with seating capacity of 300 or less, said house running ten hours and using two operators, first operator to receive \$20.00, second operator to receive \$15.00; the working time of two operators to be six and five hours, and extra hour to be used in getting show ready and attend to cleaning of machines and booth. This work to alternate between the two men. All houses running ten hours using two operators, with a seating capacity of over 300, said operators first operator to receive \$20.00, second operator to receive \$18.00.

Section 2.—All houses playing two a day with seating capacity of 300 or less, working time in said house not to be over eight hours; all houses with over 300 seating capacity, working time of said house not to be over seven hours; operator to receive \$20.00 a week.

Section 3.—All houses outside of Springfield, in smaller towns playing two a day, using one operator, operator to receive \$18.00 a week.

Section 4.—All houses in small towns playing only evenings and Saturday and Holiday matinees, operator shall receive \$16.00 a week.

Section 5.—All Special and Sunday performances to be \$5.00; six hours to constitute working time. All over six hours, 75 cents an hour. All Sunday night performances of three hours or less, \$3.00.

Section 6.—All extra weekly hour work, 50 cents an hour. Six days to constitute a week's work.

Section 7.—It is mutually agreed between the Managers of all theatres and Members of Local 186 M. P. M. O., that in case of a desired change by either party one week's notice is to be given, unless for incompetency, which would mean immediate discharge.

MUSICIANS.

Agreement between Theatrical Managers of Boston and Boston Musicians Protective Association, Local No. 9, American Federation of Musicians, January 1, 1911, to January 1, 1914.

Agreement entered into this 3rd day of October, 1910, by and between the Boston Musicians' Protective Association, Local 9, American Federation of Musicians, and the undersigned Managers of Theatres in Boston.

It is agreed that the prices and conditions under which musicians are employed shall be as hereinafter enumerated and described, and that such prices and conditions shall not be subject to any change for the period of three years beginning January 1, 1911, and ending January 1, 1914.

It is further agreed that for the period from August 1, 1910, to December 31, 1910, inclusive, the price list of the Boston Musicians' Protective Association for 1909-1910 shall prevail.

It is also mutually understood by all the parties to this agreement that upon its expiration, January 1, 1914, it may be extended to August 1, 1914.

PRICE LIST FOR GRAND OPERA.

CLASS 1.

Article A.

Orchestral musicians for Grand Opera in any language, for five performances or less each week, Sunday not included, per man, not less than . . . \$35.00
Each additional performance, including one rehearsal, per man, not less than . . . 7.00

Extra musicians in orchestra, with one rehearsal in day time, each performance per man, not less than . . . \$8.00
Stage band, including one rehearsal, per man, not less than . . . 5.00

Article B.

For opera repeated one free rehearsal of each opera shall be given each week, but not more than one for the same opera in the same week, excepting as provided for in

Article A. No free rehearsals on the morning of matinee days, or on Sundays, excepting as provided for in Article E. Not more than one free rehearsal a day.

Article C.

Extra day rehearsals for orchestra, per man, not less than . . . \$3.00
Extra day rehearsals for stage band, per man, not less than 2.00
When more than one rehearsal is held for the repetition of an opera, each additional rehearsal shall be considered an extra rehearsal, excepting as provided for in Article A.

Morning rehearsals on matinee days shall be considered extra rehearsals. When more than one rehearsal is held in a single day, each additional rehearsal shall be considered an extra rehearsal.

Sunday rehearsals shall be considered extra rehearsals, excepting as provided for in Article E.

Musicians.

Article D.

The price for extra evening rehearsals for all musicians shall be not less, per man, than	\$5.00	limited to four hours. Each additional hour or fraction thereof, shall be at the rate of not less per man, per hour, than	\$1.00
The time of rehearsals shall be			

Article E.

Sunday concerts, including one Sunday or week day rehearsal, not less, per man, than	\$7.00
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Article F.

On all out of town engagements, transportation, including sleepers when necessary, shall be furnished. On all out of town engagements, for each full day each man for living expenses	\$2.00	For each full week shall be paid to each man for living expenses	\$10.00
		For a fraction of a day, per meal	.75
		For lodging, per man	.75

PRICE LIST FOR BALLET.

To apply to performances of Ballet only.	as provided for in Articles B and C of Price List for Grand Opera, each performance, per man, not less than	\$5.00
Ballet performances, including one free rehearsal, excepting		

PRICE LIST FOR GRAND OPERA.

CLASS 2.

Orchestral musicians for Grand Opera in any language, where the price of the best seat does not exceed \$2.00, for seven performances or less each week, per man, not less than	\$28.00	sals during the season for new works. For repetition not more than one rehearsal for each opera. No rehearsals on matinee days.	
Each additional performance, per man	4.00	Extra day rehearsals, per man	\$2.00
Stage band, including one rehearsal, per man, per performance	4.00	Evening rehearsal same as a performance.	
Three rehearsals before the season begins. Necessary rehearsals during the season for new works. For repetition not more than one rehearsal for each opera. No rehearsals on matinee days.		Time limit for rehearsals, four hours.	
		Overtime to be paid \$1 per hour or fraction thereof.	

Musicians.

THEATRE PRICE LIST.

MUSICAL.

First Class.

All theatres charging \$1.00 or more for best seats, the price shall be, substituting allowed, for Operettas, Opera Bouffe, Extravaganzas, Burlesques and Spectacular Productions, Musical Comedies, and all other Productions which cannot be strictly classified as Dramatic, Vaudeville or Variety performances and announced as such, per man, per performance . . . \$3.00

The Leader shall receive, per week, not less than . . . 40.00

Substitutes in theatres must be satisfactory to the house leader.

In theatres where there is no

regular orchestra engaged, per man, per performance . . . \$5.00

Leader double.

Two (2) rehearsals free, one of which may be held on Sunday, providing it terminates not later than 6 P.M.

All evening (except Sunday) rehearsals same as performances.

Sunday rehearsals, except as otherwise provided for in the price list, per man . . . 3.00

On all rehearsals, when not otherwise specified, time in excess of four (4) hours shall be paid for at the rate of per man, per hour, or fraction thereof . . . 1.00

Special Note.

When newly produced (meaning thereby musical productions or shows never before having been staged), three (3) rehearsals free.

Note.— All rehearsals referred to mean music rehearsals.

Incidental rehearsals after performance may be called once each week, but must not exceed one hour from time of beginning. Overtime \$1.00 per hour or fraction thereof.

Second Class.

All theatres charging \$1.00 and less for best seats, playing nine or more regular performances, for Operettas, Opera Bouffe, Extravaganzas, Burlesque and Spectacular Productions, Musical Comedies and all other Productions which cannot be classified as strictly Dramatic, Vaudeville

or Variety performances and announced as such, per man, per performance, substituting allowed . . . \$2.50

The Leader shall receive, per week, not less than . . . 40.00

Substitutes in theatres must be satisfactory to the house leader.

Musicians.*Theatre Stage Musicians.*

Members of regular theatre orchestra, playing on stage in sight of audience, shall receive per performance, extra, per man \$1.00
Musicians for stage duty only,

bands, orchestras, etc., shall be paid at same rate provided for regular theatre orchestra of theatre they may be engaged to play in.

DRAMATIC.*First Class.*

All theatres charging \$1.00 or more for best seats, the price shall be, for Dramatic Performances, per man, per performance, substituting allowed \$2.50
Substitutes in theatres must be satisfactory to the house Leader.
The Leader shall receive, per week, not less than . . . 40.00
Rehearsals for Dramatic Performances. One rehearsal free (Sunday excepted) each week, not to exceed four hours' duration. Extra rehearsals as performance.

Extra time in excess of four hours, per man, per hour or fraction thereof . . . \$1.00
All evening (except Sunday) rehearsals same as performances, time in excess of four hours, per man, per hour or fraction thereof . . . 1.00
Sunday rehearsals, per man . 3.00
Extra time in excess of four hours, per man, per hour or fraction thereof . . . 1.00
Rehearsals shall be reckoned from the time the musicians are called.

Extra Men.

All extra men engaged in First Class theatres for Dramatic Performances, shall receive, per man, per performance . \$3.00
Dramatic Performances in

theatres where there is no regular orchestra engaged, per man, per performance . . \$5.00
Leader double.

Second Class.

All theatres charging \$1.00 and less for best seats, playing nine or more regular performances, the price shall be for Dramatic Performances, per man, per performance, substituting allowed . . . \$2.00
The Leader shall receive, per week, not less than . . . 40.00
Substitutes in theatres must be satisfactory to the house leader.

One rehearsal free (Sunday excepted) each week, not to exceed four hours' duration.
Extra rehearsals as performance.
Extra time in excess of four hours, per man, per hour or fraction thereof . . . \$1.00
All evening (except Sunday) rehearsals, same as performances, time in excess of four hours, per man, per hour or fraction thereof . . . 1.00

Musicians.*Second Class — Concluded.*

Sunday rehearsals, per man . . .	\$3.00	Rehearsals shall be reckoned
Extra time in excess of four		from the time that musicians
hours, per man, per hour or		are called.
fraction thereof	1.00	

Extra Men.

All extra men engaged in Sec-		ceive, per man, per perform-
ond Class theatres for Dra-		ance
matic Performances shall re-		\$2.50

Theatre Stage Musicians.

Members of regular theatre		bands, orchestras, etc., except
orchestra, playing on stage in		where otherwise provided,
sight of audience, shall re-		shall be paid at same rate
ceive per performance, extra,		provided for regular theatre
per man	1.00	orchestra of theatre they may
Musicians for stage duty only,		be engaged to play in.

Third Class.

All theatres playing Stock		Rehearsals. Same as First
Dramas only, or Vaudeville		Class theatre clauses.
only, giving twelve or more		All men playing in theatres of
regular performances, the		above classes, except in Grand
price shall be, per man, per		Opera, if not allowed to sub-
performance	\$2.00	stitute, shall receive 50 cents
The Leader shall receive, per		extra per man, per perform-
week, not less than	40.00	ance.

Fourth Class.

All theatres playing Repertoire-		The Leader shall receive, per
Drama and Vaudeville, giving		week, not less than . . .
twelve or more regular per-		\$30.00
formances, the price shall be,		Rehearsals. Same as First
per man, per performance . .	\$1.75	Class theatre clauses.
All theatres playing Burlesque,		All men playing regularly in
giving twelve or more regular		theatres of this class, if not
performances, the price shall		allowed to substitute, shall
be, per man, per perform-		receive twenty-five cents extra
ance	1.75	per man, per performance.

Fifth Class.

All places of amusement classed		price shall be per man, per
as Dime Museums, etc., the		week of six days . . .
		\$18.00

Musicians.

Sixth Class.

Professional theatrical performances given in theatres, halls and out of doors, and occurring outside a regular season, shall be paid for at the rate of, per man, per performance	\$5.00	All time in excess of four hours, per man, per hour or fraction thereof	\$1.00
One music rehearsal free, to last not over four hours, extra time per hour or portion thereof	1.00	When such performances occur for a week or more in succession in any theatre of the First Class in the city of Boston two (2) free rehearsals may be allowed, one of which may be called on a Sunday, providing it shall terminate not later than 6 P.M.	
Day rehearsals at the rate of, per man	2.00	All time in excess of four (4) hours, per man, per hour or fraction thereof	1.00
Evening rehearsals same as performance.			
Sunday rehearsals, per man	3.00		

Sunday Concerts at Theatres.

Concerts, including rehearsals, per man	\$4.00	Extra time, per hour or fraction thereof, per man	\$1.00
Leader double.		Theatres giving Vaudeville or Moving Pictures on Sunday evening only, per man, per performance	3.00
Concerts, without rehearsals, per man	3.00	Leader double.	
Leader double.		Rehearsal for same, extra	1.00
Rehearsals not to exceed four hours.			

Seventh Class.

Moving Picture Houses.

Week of six days, not over 6 hours per day, per man	\$18.00	ances per week of 6 days, per man	\$18.00
Week of seven days, not over 6 hours per day, per man	21.00	Week of 7 days, not more than 14 performances, time not to exceed 2¾ hours, per man	21.00
Combination of Vaudeville and Pictures, time not to exceed 2¾ hours a performance, and not more than 12 perform-		Extra time in excess of 2¾ hours, per man, per hour or fraction thereof	.50

General Rules.

All substitutes to be at discretion of house Leader, subject to the By-Laws.

All men playing regularly in theatres, if not allowed to substitute, shall receive 50 cents extra per man per performance, except men playing in Grand Opera.

All musicians must be subject to and comply with the Rules

of the Theatre in which they are employed.

Men playing in Fourth Class theatres, if not allowed to substitute, shall receive 25 cents extra per man per performance.

In all cases where 4-hour rehearsals prevail, there shall be an intermission of not less than 15 minutes.

Musicians.*Travelling Musicians.*

Travelling musicians to receive
not less per man, per week,
than \$35.00

No part of regular theatre
orchestra shall be laid off on
account of a travelling com-
pany carrying musicians.

It is also understood and agreed
that in case any manager
violates this agreement, the
penalty may be the with-
drawal of the Union members
from the orchestra affected,

and this shall be the full
measure of damages.

All musicians must be engaged
by an agent or leader who
is a member of the Local No.
9, A. F. of M.

Any theatre not belonging to
the Association or which may
later become a member dur-
ing the life of said agreement,
shall be entitled to benefit of
all of the terms of said agree-
ment.

IN WITNESS WHEREOF the said Boston Musicians Protective Association and
the Managers have hereunto placed their hands and seals the day and year here-
inbefore written.

The following-named theatres are working under this agreement:

HOLLIS THEATRE.
COLONIAL.
TREMONT.
PARK.

BOSTON.
CASTLE SQUARE.
GAIETY.
CASINO.

PAINTERS AND PAPERHANGERS.

*Agreement between Employers and Local No. 296, Brotherhood of Painters,
Decorators and Paperhangers of America, of Brockton.—In effect April 4, 1912.*

ARTICLE I.*Hours, Wages, and Conditions of Employment.*

Section 1.—Forty-four (44) hours shall constitute a week's work: eight (8)
hours on the first five (5) days of the week, and four (4) hours on Saturday,
when all work shall stop at 12 M., and no work shall be performed between the
hours of 12 M. and 5 P.M. on that day.

Section 2.—For overtime, legal holidays and Sundays, double time shall be
paid.

Section 3.—Holidays are as follows: May 30, July 4, October 12, Thanks-
giving and Christmas day. No work to be done on Labor day.

Section 4.—Car fares in town, from shop to job and return, for painters,
shall be paid for by the employer. Car fares, board, and all necessary expenses
shall be paid to painters and paperhangers on out-of-town work.

Section 5.—Painters shall be paid not less than forty-seven (47) cents per
hour; grainers not less than seventy (70) cents per hour. 1912 paperhangers'
price list shall prevail, with this agreement.

Section 6.—All members of Local Union No. 296, shall receive in money, on
or before Saturday noon, each week, payment for all work performed up to

Painters and Paperhangers.

Thursday or Friday night of same week. Union men will be debarred from working for any employer violating this rule.

Section 7.—No master painter shall hire a painter, paperhanger or decorator unless he is a member, in good standing, of the Brotherhood of Painters, Decorators and Paperhangers of America, without a permit signed by the Business Agent of Local Union, No. 296.

ARTICLE II.*Rules governing both Parties in working for Public.*

Section 1.—No journeyman painter or paperhanger shall handle or apply any material furnished by the owner or agent, unless said owner or agent is a Master Painter.

Section 2.—A Master Painter shall be considered one who has an established place of business, and doing a regular contract business, employing at least one journeyman painter besides himself.

Section 3.—All Master Painters shall charge not less than \$5.00 per day, or 65 cents per hour, for their time and time for their men.

Section 4.—Any member of Local No. 296 desiring to become a Master Painter, must notify his Local, and they in turn, notify the Master Painters' Association.

Section 5.—No person not employing at least one journeyman shall be admitted or retained as a member of the Master Painters' Association.

Section 6.—In case a man is expelled from either Association, the other Association shall not admit him to membership, without the consent of the Association from which he was expelled.

Section 7.—All members of either Association shall charge not less than Master Painters' prices for their time and the time of their men, except where work is done by contract, and no member of either Association shall contract for, or take the labor on any job without he furnishes the material also.

ARTICLE III.*Joint Conference Committee and Arbitration.*

Section 1.—There shall be a Joint Conference Committee consisting of three from each Association to settle all disputes.

Section 2.—The decision of a majority of this Committee shall be final and binding to both parties.

Section 3.—Said Committee shall meet within 36 hours after notification, in writing, by either party. Failure to do so shall leave either party free to act. In case they fail to agree within five days, unless extended by mutual consent, it shall be left to an Arbitration Committee, one of which shall be chosen by each Association, these two to choose a third.

Section 4.—In case of failure of these two to agree upon a third party within 48 hours, the choosing of the third member shall revert to the full conference committee, and in case of their failure to choose a third within 72 hours, either party shall be free to act.

Section 5.—In case the Arbitration Committee fail to report within seven days after the third member is chosen, unless given further time by mutual consent, either party shall be free to act.

Painters and Paperhangers.

Section 6.—There shall be no stoppage of work by either party, for any cause except as provided for in the following sections.

Section 7.—No stoppage of work on account of violation of Article I. or at the call of the Building Trades Council, or on account of the employment of Non-Union men, shall be considered a violation of, or subject to, the Arbitration clause of this understanding.

ARTICLE IV.*Violation of Agreement—Charges, Trial and Penalties for Same.*

Section 1.—Any member of either Association violating any article in this understanding, shall be fined the sum of \$25.00 unless the joint Conference Committee unanimously vote otherwise. For the second and all subsequent offences \$50.00.

Section 2.—When a complaint is made in writing to either Association that a rule has been violated, it shall immediately be referred to the Joint Conference Committee. They shall immediately summon the offender and hear the evidence.

Section 3.—Fines that are collected on complaints of the Master Painters shall be paid to the Master Painters. Fines collected on complaints of Local 296 shall be paid to Local 296.

Section 4.—If any members of either Association fails to pay the fine imposed within 30 days from the time he is notified, he shall at once be suspended or expelled from his Association.

ARTICLE V.*Paperhangers' Prices by the Roll, Yard and Hours, to the Journeymen and to the Public.*

All Master Painters and Paperhangers shall pay and receive the following prices for Paperhanging:

	PAY	REC.
1. All goods lapped except Var Tile per roll	18c	25c
2. All goods butted, Dom. Blanks	25c	35c
3. All Foreign blanks, butted	28c	40c
4. Plain ingrain	25c	35c
5. Crepe	30c	40c
6. Duplex	30c	40c
7. Pressed Papers	35c	50c
8. Silk Fibres	35c	50c
9. Varnished Tile	25c	35c
10. Lining Papers, per hour	56c	75c
11. Japanese Grass Cloth	50c	75c
12. Solid Bronze, plain, shaded or stamped, Velours, Linerusta Walton, Sanatile, Linowall, Tekko and imitations, Sanatas, All Panel work, All Fabrics (except Grass Cloth, Burlaps, Buckram and Canvas), per hour	56c	75c
13. All plain Burlap, Buckram and Canvas	15c	20c
14. Figured Burlap	20c	25c
15. Borders, common 18 in., per yard	4c	5c
16. Borders, common 9 in., per yard	3c	4c

Painters and Paperhangers.

PAY REC.

17. Two-thirds work on any paper less than five feet in length, put on perpendicularly, except crown frieze work, 25 per cent additional to schedule prices (this to include rooms with wood wainscoting) 25% 30%
18. Crown Frieze work, per hour 56c 75c
19. Dadoes 25 per cent additional to schedule prices 25% 30%
20. All ceiling papers, lapped 20c 25c
21. All ceiling papers, butted 25c 35c
22. Cut to ceiling angle, per cut to a finish 3c 4c
23. Plate, chair, and Photo Rails, per hour 56c 75c
24. Picture Mouldings, 1½ inches or less in width, per foot 1c 1½c
25. Picture Mouldings more than 1½ inches in width 2c 2½c
26. Picture mouldings removed 15c 20c
27. Picture mouldings replaced 30c 40c
28. Nails to be furnished by employer.
29. Sizing side walls, per roll 3c 4c
30. Sizing ceilings, per roll 4c 5c
31. Sizing materials to be furnished by employer.
32. Coloring edges or backgrounds, per hour 56c 75c
33. Cutting to ceiling angle, moulding or border plate rail or chair rail, all extra cuts, per roll 3c 4c
34. All papers or materials not mentioned in this list, per hour 56c 75c
35. All clothing partitions, papering closets, and preparing Walls, per hour 56c 75c
36. Paste, paper and step ladders to be put on job by employer.
37. All sizing to be done by the paperhanger, and he is not responsible for work on walls prepared by any other than himself, nor for work done over old paper.
38. Paperhanger not responsible for shrinking of seams on work not lined.
39. Paperhanger to pay own car fare in city limits.
40. Employer to pay board and car fare on out-of-town work.
41. No journeyman shall do work for less than Master Painters' prices.
42. On work done nights, Sundays and holidays observed by Local Union 296, double price shall be charged.
43. No work shall be done on Saturday afternoons.
44. No journeyman shall solicit from sample book at any time, nor while working for a Master Painter take work from the public without consent of his employer.
45. Violation of this price list or of these rules will subject the offender to a fine or suspension, or both.
46. This price list is to take effect April 1, 1912.

ARTICLE VI.

Section 1. — This understanding shall remain in force until April 1, 1913.

Section 2. — If at the end of one (1) year either party wishes to make any changes and an understanding mutually satisfactory cannot be arranged then all matters of disagreement shall be referred to the Arbitration Committee as

Painters and Paperhangers.

provided for in Article III. except there shall be no arbitration for violation of Article I., or on stoppage of work at the call of the Building Trades Council, or on account of the employment of Non-Union men.

PAVING CUTTERS.

Agreement between Employers and Branches Nos. 52 and 53 of the International Paving Cutters' Union, of Cape Ann, March 27, 1911, to March 1, 1916.

It is hereby mutually agreed by and between the Paving Cutters of Cape Ann, Mass., Branches Nos. 52 and 53 of the International Paving Cutters Union, and their Employers:

That the following prices shall prevail for cutting paving blocks, for a period of five years from March 27, 1911, to March 1, 1916.

1. Paving Blocks, 10 to 14 in. long, to average 12 in. in length; 4 to 5 in. wide, to average $4\frac{1}{2}$ in., 7 to 8 in. deep, price shall be \$23.50 per M.

(It is understood that if above blocks are required $\frac{1}{4}$ in. less in width or depth, that price for one or both shall be the same.)

2. Paving Blocks, 9 to 14 in. long, to average $11\frac{1}{2}$ in. in length, $3\frac{1}{2}$ to $4\frac{1}{2}$ in. wide, to average 4 in., $7\frac{1}{2}$ to 8 in. deep, price shall be \$23.50 per M.

3. Paving Blocks, 10 to 14 in. long, to average 12 in. in length, 4 to 5 in. wide, to average $4\frac{1}{2}$ in. in width, 6 to 7 in. deep, or $5\frac{3}{4}$ to $6\frac{3}{4}$ in. deep, as may be required, price shall be \$20.00 per M.

4. Paving Blocks, 9 or 10 to 14 in. long, to average 11 or $11\frac{1}{2}$ in. in length, as may be required, $3\frac{1}{2}$ to $4\frac{1}{2}$ in. wide, 6 to 7 in., or $5\frac{3}{4}$ to $6\frac{3}{4}$ in. deep, price shall be \$20.00 per M.

5. Paving Blocks, 8 to 12 in. long, to average 10 in., $3\frac{1}{2}$ to $4\frac{1}{2}$ in., or 3 in. to 4 in. wide, 6 to 7 in. deep, \$18.00 per M.

6. Paving Blocks, 8 to 12 in. long, $3\frac{1}{2}$ to $4\frac{1}{2}$ in. wide, 5 to 6 in. deep, to average 10 in. long, \$19.00 per M. If only $\frac{1}{2}$ in. is allowed on width or depth, \$20.00 per M.

7. Paving Blocks, 8 to 12 in. long, $3\frac{1}{2}$ to $4\frac{1}{2}$ in. wide, 7 to 8 in. deep, to average $10 \times 4 \times 7\frac{1}{2}$ in., \$20.50 per M.

8. Paving Blocks, 7 to 9 in. long, 3 to $3\frac{1}{2}$ in. wide, $3\frac{1}{2}$ to 4 in. deep, \$17.00 per M.

9. Paving Blocks, 8 to 12 in. long, $3\frac{1}{2}$ to $4\frac{1}{2}$ in. wide, 6 to $6\frac{1}{2}$ in. deep, \$20.50 per M.

10. Paving Blocks, 8 to 10 in. long, $3\frac{3}{4}$ to $4\frac{1}{4}$ in. wide, $4\frac{1}{2}$ to $5\frac{1}{2}$ in. deep, \$18.00 per M.

11. Paving Blocks, 7 to 12 in. long, to average $9\frac{1}{2}$ in., $3\frac{1}{2}$ to $4\frac{3}{4}$ in. wide, 4 to 5 in. deep, \$18.00 per M.

12. Paving Blocks, 8 to 12 in. long, to average 10 in., 4 to $4\frac{1}{2}$ in. wide, to average $4\frac{1}{4}$ in., 5 to $5\frac{1}{2}$ in. deep, with no bunches over $\frac{1}{4}$ in., \$25.00 per M.

13. Paving Blocks, 8 to 12 in. long, to average 10 in., 4 to $4\frac{1}{2}$ in. wide, to average $4\frac{1}{4}$ in., $5\frac{3}{4}$ to $6\frac{1}{4}$ in. deep, with no bunches over $\frac{1}{4}$ in., \$25.00 per M.

14. Paving Blocks, 8 to 12 in. long, to average 10 in., 4 to $4\frac{1}{2}$ in. wide, to average $4\frac{1}{4}$ in., $4\frac{3}{4}$ to $5\frac{1}{4}$ in. deep, with no bunches over $\frac{1}{4}$ in., \$25.00 per M.

15. That if any special paving block, other than those above are required, the price for cutting same shall be proportionately equal to the rate paid for cutting other blocks as named above.

Paving Cutters.

16. That all day work of paving cutters shall be paid for at the rate of 30 cents per hour.

17. Free air shall be given for drilling. Paving cutters must direct where holes are to be put, and no drilling to be done after the stock has been drilled into slabs.

18. All men are expected to work from whistle to whistle.

19. Payments will be made weekly by holding back one week's pay. Amount of payment to be determined by foreman's estimate. Estimate to be taken on Monday.

20. It is agreed that the weekly payment article does not apply to....., or.....; that they reserve the right, as well as the undersigned committee, to make individual agreements regarding payments; those agreements to be made not later than April 10th, 1911.

21. Stock shall be the same as furnished the last three years.

22. That no discrimination be shown to any man by either employer or employee.

23. That should either party desire a change at the expiration of this agreement period, three months notice shall be given previous to March 1, 1916, in writing, specifying changes desired. If no notice be given, then this agreement shall hold in force for another year, and from year to year thereafter, with notice of change as provided above.

24. It is mutually agreed by the parties hereto, that should a disagreement of any kind arise, it shall be settled by and between the employers and employees on the works where the dispute arises. Pending such settlement, it is agreed that there shall be no strike, lockout, or suspension of work; the same failing to agree, the dispute to be left to a committee of three, one to be selected by the manufacturers, one by the employees, the third to be selected by the two so appointed and he must be a disinterested party, the decision of a majority to be final. Decision to be rendered within ten days.

For the Granite Manufacturers:

For the Paving Cutters:

.....

.....

It is hereby agreed that on and after March 1, 1911, pay day shall be on or before the 10th of each month.

.....

PIGEON COVE, MASS., March 31, 1911.

It is hereby agreed by and between Branches 52 and 53, of the International Paving Cutters' Union of the United States and Canada, that on and after April

Paving Cutters.

1, 1911, that the Paving Cutters employed on.....job shall be allowed 25 cents per month for the use of their own tools, and it is further agreed that shall agree to stock his job with Paving Cutters' tools as soon as he finds it convenient for him to do so.

Signed:

.....

PRINTING PRESSMEN.

Agreement between Printing Offices, other than Daily Newspapers, and Local No. 102 of the International Printing Pressmen and Assistants' Union, of Brockton, December 31, 1910, to December 31, 1912.

This agreement, made and entered into this day of , by and between , party of the first part, and the subordinate union of the International Printing Pressmen and Assistants' Union, of the City of Brockton, known as the Brockton Printing Pressmen and Assistants' Union, No. 102:

WITNESSETH, that, from and after , and for a term of months, ending , the establishment represented by the party of the first part binds itself to the employment in its pressroom and the departments thereof, of mechanics and workmen who are members of the Brockton Printing Pressmen and Assistants' Union, No. 102, and agrees to observe and respect the conditions imposed by the Constitution, By-Laws and Scale of Prices of the aforesaid organization, and of the International Printing Pressmen and Assistants' Union, copies of which are hereunto attached and made a part of this agreement.

Section 1.—The minimum price for a day's work shall be \$2.75 per day for Job Pressmen, and \$3.25 per day for Cylinder Pressmen, a day's work to consist of not more than eight continuous hours, between 7 A.M. and 6 P.M. Not more than one hour to be allowed for lunch. Wages to be paid in full weekly.

Section 2.—Overtime shall be paid for at the rate of price and one-half. All work after 10 P.M. to be double price.

Section 3.—All work done on Sunday, and Patriots' Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas, to be paid for at double price.

Section 4.—Where a pressman is called in temporarily, he shall be given at least one-half day's work, or pay for same.

Section 5.—The shortening of the hours of the regularly employed members shall not be caused by the employment of any surplus help.

Section 6.—In offices where the Saturday half-holiday is observed, a week's work shall consist of not more than 48 hours, not more than nine hours in any one day, said hours to be designated by the office, and mutually agreed upon by

Printing Pressmen.

the members of the Chapel; provided, that all hours in excess of said designated hours shall be considered as overtime.

Section 7.—Job Pressmen alternating between case and press shall receive as a minimum scale, \$3.00 per day.

Section 8.—Pressmen alternating between job and cylinder presses shall receive as a minimum rate, \$3.25 per day.

Section 9.—All Job Pressmen running cylinder presses shall be governed by the apprenticeship laws of this Union.

Section 10.—Cylinder Feeders shall receive as a minimum rate, \$14.00 per week.

Section 11.—All Cylinder Pressmen shall be taken from the floor of press-room, or from job pressmen who have served at least one year on cylinder presses.

[Signed]:

.....

Witness:

.....

QUARRY WORKERS.

Agreement between the Granite Manufacturers of Cape Ann and Branch No. 86 of the Quarry Workers' International Union of North America, of Rockport, March 22, 1911, to March 1, 1916.

It is hereby mutually agreed by and between the Cape Ann Branch of Quarry Workers' International Union and the Granite Manufacturers of Cape Ann, Mass., as follows:

That on and after March 22nd, 1911, the following agreement shall go into effect and remain in force until March 1, 1916:—

Article 1.—That eight hours shall constitute a day's work.

Article 2.—That all work over eight hours shall be paid for as time and one-half, and Sundays and Holidays shall be paid as double time. Holidays to be observed shall be Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas.

Article 3.—That Experienced Quarrymen, Derrickmen, and Air Plug Drillers shall be paid not less than twenty-five cents per hour. This article is subject to such changes as the condition of business will warrant on and after March 1, 1913, ninety days' notice being given and committees with full powers from both parties to consider the matter.

Article 4.—That competent men operating steam or air tripod drills shall be paid not less than twenty-seven cents (27c.) per hour.

Article 5.—That Blacksmiths and Tool Sharpeners shall be advanced one and one-half cents (1½c.) per hour. Minimum blacksmiths thirty-three cents per hour (33c.).

Article 6.—Men shovelling coal in vessel's hold shall be paid not less than thirty (30) cents per hour.

Quarry Workers.

Article 7.—Men attending cranes in Stone Sheds shall receive not less than twenty-seven (27) cents per hour.

Article 8.—That no unnecessary delay shall occur in men receiving their pay on the regular pay day.

Article 9.—That common laborers shall not come under the jurisdiction of this agreement until after they have been in the employ of the Manufacturer for at least three months; after that they shall receive not less than twenty-three (23) cents per hour.

Article 10.—It is mutually agreed by the parties hereto, that should any disagreement of any kind arise, it shall be settled by and between the employer and employees on the works where the dispute arises. Pending such settlement it is agreed that there shall be no strike, lockout, or suspension of work. The same failing to agree, the dispute to be left to a Committee of three, one to be selected by the Manufacturer, one by the Employees, the third to be selected by the two so appointed, and he must be a disinterested party, the decision of the majority to be final; decision to be rendered within ten days.

Article 11.—Should either party desire a change to take effect March 1, 1916, three months' notice shall be given in writing previous to March 1, 1916, specifying the change desired. If no notice be given then this agreement shall hold in force for another year and from year to year thereafter, with notice of change as provided above.

For the Quarry Workers:

.....

For the Manufacturers:

.....

RAILROAD STATION EMPLOYEES.

Agreement between the Boston and Maine Railroad and the General Board of Adjustment and Arbitration of the Brotherhood of Railroad Station Employees. — In effect December 20, 1909.

GENERAL RULES.***Application of Rules.***

1. The rules of this schedule apply to baggage men, station men and crossing men at all stations, and to receiving clerks, delivery clerks, checkers and freight handlers at all stations outside of Boston.

Copy of Agreement.

2. All having charge of men affected by these rules shall be furnished with a copy of this agreement.

Promotions.

3. Promotions shall be made according to ability and merit. Those in charge of men affected by these rules will keep a record showing term of service.

Vacancies Posted.

4. All vacancies shall be posted for ten days in the respective departments at stations where they occur.

Railroad Station Employees.*Preference.*

5. If a vacancy occurs in the day force, night men shall be given preference in filling position.

6. Men employed at a station shall be given preference in filling vacancies at that station.

Temporarily Assigned.

7. Men temporarily assigned to work other than their own will receive compensation of position to which assigned; provided, in no case shall compensation be less than that of their regular position.

Normal Day; Overtime; Extra Work.

8. A normal day shall be established at every station covering either schedule, and wherever this has been adopted, overtime will be paid for all work in excess of same; thirty-one minutes to be considered one hour; less than thirty-one minutes not to be considered. If required to return after supper for extra work, one-half day shall be paid for four hours or less, and one day for any time over four hours.

Excessive Hours.

9. If at any station it is considered excessive hours are being worked, immediate consideration shall be given by management and everything practicable done to improve conditions.

Right of Appeal.

10. Right of appeal will be recognized.

Reduction in Force.

11. When there is to be a reduction in force on account of curtailment of expenses or otherwise, the man of least ability and the poorest record shall be the first laid off.

Reinstatement.

12. In case of reinstatement to partial or full force, the last man laid off shall be the first reinstated, provided, however, that his record is clear and his work in the past has been creditable; senior service shall have the preference when ability and merit are equal.

FREIGHT DEPARTMENT.*Promotion.*

13. Promotion in freight service shall be truckman to delivery, or receiving clerk to checker.

Sunday and Holiday Work.

14. Sunday and holiday work will be avoided as far as practicable. When required, however, compensation shall be given — for three hours or less, one-half day; for over three hours, one day; eight hours in nine to be considered a day's work.

BAGGAGE AND STATION SERVICE.*Uniforms or Caps.*

15. At all stations where men are required to wear prescribed uniforms or caps, or both, they shall be furnished without expense to the wearer.

Railroad Station Employees.*Remuneration for Sunday Work.*

16. Remuneration for Sunday work will be allowed — one-half day for reporting once, and one day for a total of over five hours' service. When force is reduced on Sundays overtime will be paid for time worked in excess of the maximum hours established for week days.

Hours at Union Station, Boston.

17. At Union Station, Boston, ten hours in twelve shall constitute a day's work, all time worked over ten hours shall be paid for as provided in Rule 8.

Signed:

For Station Employees:

.....
General Chairman.

.....
Vice-General Chairman.

.....
Vice-General Chairman.

.....
Grand Secretary-Treasurer.

For the Company:

.....
General Superintendent.

BOSTON, MASS., December 14, 1909.

RAILROAD SIGNALMEN.

Rules governing the Employment of Signalmen, New York, New Haven and Hartford Railroad Company.—In effect January 1, 1910.

RULES GOVERNING THE EMPLOYMENT OF SIGNALMEN.*Signalmen.*

1. All foremen and men, except officers of the Department and office force, will be considered as Signalmen within the meaning of these rules, and are so referred to herein.

Examination.

2. Signalmen must be sound of body and mind. Signalmen, above the grade of helpers, must be able to read and write in the English language, make up necessary reports, etc., and the official examiner will determine their efficiency by trial. They must satisfactorily pass the examination for acuteness of vision, hearing and sense of color as prescribed in the Company's Book of Rules, and shall be examined every three years. They will be examined mentally, and must show an understanding of the Rules of the Transportation Department, Time Tables, Block Signals, Whistle Signals, Flag Signals as displayed by trains, etc., and knowledge of what action to take in cases of emergency, as well as in routine work.

They must show proficiency in signal work and care of the particular work assigned to them, and may be particularly questioned, and must show positive knowledge as to the precautions which must be taken in doing work which may in any way endanger the safe passage of trains.

Railroad Signalmen.*Character and Habits.*

3. The Supervisors must investigate and determine, as far as possible, the character and habits of Signalmen, and shall carefully note their ability to do work economically and well. No man will be employed as a Signalman who is addicted to the use of intoxicating liquors, and any Signalman appearing on duty under the influence of intoxicants, or in whose possession when on duty intoxicants are found, shall be peremptorily discharged.

Age Limit.

4. No man will be appointed as Signalman whose age is over fifty-five (55) years, and no Signalman over fifty-five (55) years of age will be transferred or promoted to another position, except at the discretion of the Signal Engineer.

Hours of Work.

5. Employees must report for duty at their respective headquarters at 7.00 A.M., and complete their work at their headquarters at 5.30 P.M., Saturdays excepted, when, allowing one-half hour for lunch, they shall complete their work at their headquarters at 4.00 P.M.

Hours for Shopmen shall be from 7.00 A.M. to 5.00 P.M., Saturdays excepted, when the hours shall be from 7.00 A.M. to 4.00 P.M., allowing one hour at noon for lunch.

If train service does not permit employees to depart or arrive at their headquarters at the stated time, Signalmen shall concede not more than thirty-one minutes either way.

Rate of Pay.

6. An employee assigned temporarily to other than his regular work, for a period of not more than fifteen (15) days, shall receive no extra compensation therefor.

Overtime, Etc.

7. Work required of employees on Sundays, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day will be paid for at the rate of "time and one-quarter" up to 6.00 o'clock P.M., after which they will receive "time and one-half."

Employees required to remain on their work until 8.00 P.M. during week days, other than holidays, or when they are not able to return to their headquarters before 8.00 P.M., will be paid straight time for overtime, and "time and one-half" for additional work after 8.00 P.M.

Men called out at night to make repairs or to perform night duty, other than the duties of a regular Night Repairman, will receive "time and one-half" for the time during which they are actually on duty.

When a Signalman is ordered to remain away from his home over night, on account of distance or lack of train service, the Railroad Company will allow him expenses not to exceed \$1.00 per day.

Investigation.

8. An employee will not be disciplined without a hearing, unless he waive such hearing.

If suspended pending investigation, the investigation shall be held within seven (7) days from date of suspension. If the charge is not sustained, the employee will be allowed to resume his duties if he desires.

Railroad Signalmen.

When the investigation results unfavorably to an employee, he shall have the right, either in person or through a committee of employees of the same class, to appeal to the higher officials of the Department in their respective order, up to and including the Signal Engineer; the decision of the Signal Engineer to be final; the result to be furnished on request to the Signal Engineer.

An employee of the Signal Department, when summoned by the Railroad Company to attend an investigation, shall unless he be a subject for discipline, be paid his regular rate of wages for the time so occupied, but no traveling expenses.

Vacancies.

9. In case a vacancy or new position is to be filled, the foreman of each force in the district where the vacancy or new position exists, will be notified, and he shall post a notice of such vacancy; new position to be filled from the ranks or as the Signal Engineer may elect.

After one position has been filled through application, the Signal Engineer will fill the other positions or make promotions necessary by reason of the filling of the first vacancy. Employees shall be allowed seven days in which to make application for a position.

An employee having applied for a position *must* accept the position if allotted to him.

Any permanent position caused by vacancy will not be filled until the appointment has been approved by the Signal Engineer.

Employees receiving \$1.75 or more per day may, after one year of service, make application for a position not to exceed an increase in pay of fifty cents per day.

Employees laid off on account of reduction in force shall, if reinstated within twelve months, hold rating which they enjoyed at time of their release.

Cause for Discharge.

10. Signalmen failing to report for duty on time without Supervisor's permission, or who, without leave of absence, are found absent from the work, and who are without an adequate excuse, will be warned, and on a second occurrence shall be discharged.

Signalmen found doing work without efficient protection, thus endangering the safety of trains, may be suspended or discharged, as in the opinion of the Supervisor the seriousness of the case demands. The inability of a Signalman to keep his assignment in a neat and proper condition to the satisfaction of the Supervisor, may be sufficient cause for his discharge, or reduction in rank.

Signalmen failing to obey orders without reasons satisfactory to their superior shall be suspended or discharged.

Change of Residence.

11. When the Signal Engineer requires an employee to change his residence from one place to another, the employee will be allowed free railroad transportation for his household goods to such new place of abode, and shall be allowed his regular pay during the time which the Signal Engineer considers necessary for him to move his effects.

Railroad Signalmen.*Issuance of Passes.*

12. Signalmen will be furnished Time Passes between the stations on the territory on which they are employed.

A Signalman or his family will be entitled to a trip pass to any point on the system once in six months, and a trip pass for his family to any point on the division covered by the Signalman's pass once each calendar month.

Such passes will not be issued to a helper or a laborer receiving less than \$2.00 per day.

Special concessions will be made under extenuating circumstances, such as sickness, death, etc.

The granting of free transportation as hereinbefore provided shall not continue if it in any way conflicts with any law, or with such regulations or rulings as may from time to time be made by the Interstate Commerce Commission or the Railroad Company affecting its employees in general.

Agreement.

13. This agreement shall take effect January 1, 1910; shall be carried out in good faith by all parties interested, and shall continue in force for one year, and thereafter until thirty days' notice in writing has been given by either party to the other requesting a change.

FOR THE NEW YORK, NEW HAVEN &
HARTFORD RAILROAD COMPANY,
Approved:

.....
Chief Engineer.

.....
Vice-President.

.....
Signal Engineer.

.....
Engineer, M. of W.

FOR THE SIGNALMEN,
Approved:

.....
Chairman.

.....
Secretary.

STREET RAILWAY EMPLOYEES.

Agreement between Bay State Street Railway Company and Divisions Nos. 174, of Fall River; 235, of Brockton; 238, of Lynn; 240, of Chelsea; 243, of Taunton; 246, of Salem; 249, of Wakefield; 253, of Quincy; 261, of Lawrence; 270, of Gloucester; 280, of Lowell; 284, of Nashua, N. H.; 373, of Hyde Park; 473, of Woburn; 503, of Haverhill; and 541, of Chelsea; of the Amalgamated Association of Street and Electric Railway Employees of America, October 2, 1910, to October 2, 1914.

ARTICLES OF AGREEMENT.

Entered into by and between the Boston & Northern Street Railway Company,¹ its successors and assigns, hereinafter called the "Company," party of the first part, and the Amalgamated Association of Street and Electric Railway Employees

¹ A similar agreement was made with the Old Colony Street Railway Company. Both of these railways later consolidated under the name of the Bay State Street Railway Company.

Street Railway Employees.

of America, and the several Divisions thereof, numbered respectively 240, 238, 280, 246, 270, 249, 261, 284, 503, 473 and 541, hereinafter called the "Association," which term shall include both the Amalgamated Association of Street and Electric Railway Employees of America and each of said several Divisions, party of the second part:

WITNESSETH, that in the operation of the Railway of the Company, and respecting the relations to exist during the term of this contract between the Company and those of its employees who for the time being shall be members of said Association, both parties hereunto mutually agree:

Section I.—That the Company through its proper officers, shall treat when occasion therefor may arise, with those of its employees in their collective capacity who may for the time being be members of said Association, through the properly accredited officers and the committees of said several Divisions, and the officers of said Amalgamated Association of Street and Electric Railway Employees of America.

Section II.—That the wages paid by the Company to its Motormen and Conductors shall be as follows, all the periods of time hereinafter stated to begin with the first day of the calendar month following the day of actual employment in the case of each Motorman and Conductor, viz:—

During the first year of employment, twenty-two and one-half ($22\frac{1}{2}$ c) cents per hour;

During the second year of employment, twenty-three and one-half ($23\frac{1}{2}$ c) cents per hour;

During the third, fourth and fifth years of employment, twenty-four and one-half ($24\frac{1}{2}$ c) cents per hour;

During the sixth and seventh years of employment, twenty-five and one-half ($25\frac{1}{2}$ c) cents per hour;

During the eighth and all subsequent years of employment, twenty-six and one-half ($26\frac{1}{2}$ c) cents per hour.

Section III.—The hours now constituting a day's work for shopmen, pitmen, car cleaners, respectively, on the different Divisions of the Company's railway, shall remain as at present, and the wages at present paid said classes of employees respectively, except in the case of apprentices shall be increased five per cent (5%) over the wages paid by the Company to said employees respectively.

All day car-repair men who have worked all day and up to midnight on any day, shall whenever they are required to work after midnight, receive pay at the rate of time and one-half, for all work performed between midnight and the regular hour for beginning work in the morning.

Section IV.—All Conductors and Motormen regularly employed by the Company shall, when circumstances do not permit of their doing their regular and customary work, receive a preference in assignment to snow-plow work, and such regular men when employed as foremen upon snow-plow work shall be paid at the rate of thirty-five cents per hour, and when otherwise employed upon snow-plow work, shall be paid at the rate of thirty (30) cents per hour, and meals,

Street Railway Employees.

when rendered necessary by the exigencies of the work, shall be furnished or paid for by the Company during such snow-plow work.

Section V.—No Motorman or Conductor shall be compelled to work overtime except on Sundays, Holidays, days of unusual travel and in extreme cases.

Section VI.—That all men shall be paid from the time they are marked up for duty or when asked to report for duty, and so reporting, until relieved from duty. All men running regular cars and asked to run extras, after completion of regular car-run, shall be paid continuous time.

Section VII.—That where Conductors or Motormen are required to lose time looking up evidence, or in making out reports or statements as to accidents or the usual accident reports before noon of the following day, they shall be paid for their time at their regular rate of pay.

Section VIII.—That where any member of the Association, employed by the Company has been suspended or discharged and the Association feels, after a careful investigation on its part (the Company co-operating to a reasonable extent), that an injustice has been done him, the Association shall have the right to take up the case first with the Division Superintendent, and if it cannot reach a satisfactory adjustment with the Division Superintendent, it shall have the right to appeal the case to the General Superintendent, and if it cannot reach a satisfactory adjustment with the General Superintendent, it shall have the right to appeal the case to the General Manager. If it is determined that such Conductor, Motorman or Employee was unjustly laid off or discharged, he shall be reinstated in his former position and paid for all time lost.

Section IX.—All competent employees shall have choice of runs according to their continuous length of time in the service of the Company. General choice of runs shall be given upon any and all time-table changes, but not less often than twice a year, if properly requested by the Division affected. This provision shall not apply to the Highland Circuit Line in Lynn.

Permanent vacancies shall be filled by seniority choice from vacancy down, by posting for choice within 10 days and temporary vacancies be filled from spare list.

Leave of absence (illness and absence from country, excepted) shall be limited to 30 consecutive days in any three months.

Section X.—Except in cases of emergency, where special schedules are arranged, all changes in schedules, or new schedules, shall be posted at least forty-eight (48) hours before going into effect.

Section XI.—All new service cars and snow-plows hereafter built, purchased or otherwise added to the Company's equipment, shall be vested.

Section XII.—The Company shall provide a book or card for the Motormen and Conductors in which to register their names and dates they respectively wish to be off duty, but not more than seven (7) days prior thereto. The first on the list to have preference, except as to Sundays, which shall be apportioned equitably.

Each Motorman and Conductor shall be allowed one day off in every week if he so desires, at the convenience of the Company.

Section XIII.—Subject to the rules of the Company, whenever any official, whether local or international of the Association, is called upon to carry on any business of the above-named Association, he shall be granted a leave of absence.

Street Railway Employees.

Section XIV.—The party of the first part agrees to furnish to each of its employees free transportation over the Division in which such employees are respectively employed; and upon request will furnish transportation to a reasonable extent over other parts of the Company's system.

Section XV.—That should any serious difficulty arise between the parties hereto in respect to matters not treated of in this Agreement, or in respect to the true intent and meaning of any provision hereof, or in respect to any readjustment of wages requested by either party, as provided in Section XVIII (excepting all questions of discipline which shall be governed in the method provided in Section VIII), and after a consideration of the difficulty by a joint committee of said several Local Divisions and a determination by said committee that the difficulty is of sufficient seriousness to be called to the attention of the Company, and if the parties shall find that such difficulty cannot be amicably adjusted between themselves, the issue involved in such difficulty between the parties shall be submitted upon the request of either party to the other (it being agreed that a request by the President of the Company to the International President of the Association and to the President of the Local Division affected, or by the International President of the Association or the President of the Local Division affected to the President of the Company, shall be sufficiently presented and received respectively) to a special Board of Arbitration to consist of three disinterested persons, who shall be selected as follows:

The Company shall select one member of said board, the Association shall select one member, and the two members so selected shall select a third member, and the finding or decision of such board or of the majority of the members thereof shall be binding on the Company and on the Association. All expenses of the Board of Arbitration shall be borne as follows:—each party shall pay the arbitrator of its own selection and the parties hereto shall jointly pay the third arbitrator. In case a matter is submitted to arbitration, the question or questions to be determined by the Board of Arbitration shall be specified in writing and each party hereto shall select its arbitrator within five (5) days after such specifications shall have been given by either party to the other, and the two arbitrators shall meet daily until the third has been by them selected, and the failure of either party to select its arbitrator within five (5) days shall warrant a finding by the arbitrator selected by the other party on the issue submitted in the written specifications. Any request, notice of written specification under this section from the Company to the Association shall be held to be properly served if addressed to the Secretary of the Committee representing the several Local Divisions, or the President of the Local Division in which the dispute arises, and the International President of the Association, and delivered to or left at the residence of either, and any such request, notice or specification from the Association to the Company shall be held to be properly served if addressed to the President of the Company and delivered to the President or Vice President, or the Treasurer of the Company at its principal office, or place of business, in the City of Boston.

Section XVI.—The Company will do nothing to prevent or discourage any employee from becoming or continuing to be a member of said Association, and

Street Railway Employees.

shall in no way discriminate against a member thereof because of such membership; and that said Association shall not discriminate against any person in the employ of said Company because of his refusal to join said Association or to continue a member thereof; but if any member of said Association is expelled or suspended from his membership therein, for violation of any of the provisions of this agreement, the Company, being satisfied that said expulsion or suspension was for such reason, and was justifiable, shall dismiss such employee from its service; that if any member of said Association employed by the Company shall neglect or refuse to pay to said Association any dues or assessments which have duly become a liability from him to said Association during his membership thereof, and while such employee, and before notice in writing by him to the Secretary of the Local Division of said Association of which he is a member of his withdrawal therefrom and surrender of his membership therein, and shall continue such refusal to pay such sum or sums as are so justly due from him to said Association, after a determination by the Company of the justice of the claim of said Association for such sums from such employee, the Company will discharge such employee from its service, or suspend him until all such sums have been paid.

Section XVII. — It is further agreed that in consideration of the agreements of the Company herein contained each and all of the employees of said Company who are, or may hereafter become, members of said Association, shall conduct themselves to the best of their ability as becomes gentlemen, be courteous to the passengers of the Company, and to the traveling public desirous of using or using the service furnished by said Company, and shall work at all times and in all ways in respect to all matters for the best interests of said Company, and will be respectful, loyal and faithful to said Company and its officers, will support and defend its reputation and conduct, and endeavor in all ways to promote its success and the quality and efficiency of its service, and will co-operate with its officers, reporting any respects in which such service can be improved, or the success of the Company promoted.

Section XVIII. — This agreement shall go into effect October second, 1910, and shall be binding upon the Boston & Northern Street Railway Company, and upon said Association and the said several Local Divisions, and upon all persons who are now, or may at any time hereafter during the continuance thereof become members of said Association, and shall remain in full force and effect respecting all subject matters herein treated from and after said date until the expiration of four (4) years from and after the second day of October in the year 1910, provided however, that on October first, 1912, either party hereto may ask for a consideration and revision of the schedule of wages hereinbefore in Sections II and III, fixed and agreed upon, if such party gives to the other party not less than thirty days' notice previous to said October first, 1912, of its wish to take up with the other party said question. Any such notice to be given and served in the manner provided in Section XV hereof.

IN WITNESS WHEREOF said Boston & Northern Street Railway Company has caused these presents to be signed in triplicate by its President, and said Association has caused the same to be signed by its International President and

Street Railway Employees.

said Local Divisions have severally caused the same to be signed by their respective Presidents or Delegates, all hereunto duly authorized, this 27th day of September, 1910.

BOSTON & NORTHERN STREET RAILWAY COMPANY,

By.....
President.

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY
EMPLOYEES OF AMERICA,

By.....
International President.

LOCAL DIVISIONS 238, 240, 246, 249, 261, 270, 280, 284, 473,
503, 541, A. A. OF S. & E. R. E. OF A.,

By.....
Presidents.

OLD COLONY STREET RAILWAY COMPANY,

By.....
Vice-President.

AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY
EMPLOYEES OF AMERICA,

By.....
International President.

LOCAL DIVISIONS 174, 235, 243, 253, 373, A. A. OF S. & E. R. E.
OF A.,

By.....
Presidents.

STATISTICAL TABLES.

TABLE I. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1911 by Firms within Their Jurisdiction, Showing Specified Proportions of Firms Signing Such Agreements: By Occupations.*

OCCUPATIONS.	NUMBER OF UNIONS REPORTING AGREEMENTS SIGNED BY —				Num- ber of Unions Having Signed Agree- ments	Num- ber of Unions Having Verbally Accepted Agree- ments	Num- ber of Unions Re- porting No Agree- ments	Num- ber of Unions An- swer- ing In- quiry ¹
	All Firms	More than One- half	One- half or Less	Doubt- ful or Not Stated				
All Occupations.	259	103	60	108	530	42	654	1,226
Bakers and confectioners, . . .	2	7	1	1	11	1	3	15
Barbers, . . .	3	9	—	3	15	—	19	34
Bartenders, . . .	12	2	—	1	15	—	12	27
Blacksmiths, . . .	1	1	—	1	3	—	5	8
Boilermakers, . . .	1	1	1	2	5	—	7	12
Bookbinders, . . .	—	1	—	—	1	—	2	3
Boot and shoe workers, . . .	37	9	14	21	81	—	17	98
Boot and shoe workers (mixed),	10	2	5	4	21	—	10	31
Cutters, . . .	5	—	2	2	9	—	—	9
Edgemakers, . . .	2	—	2	—	4	—	—	4
Lasters, . . .	4	1	1	3	9	—	3	12
Stitchers, . . .	2	—	1	3	6	—	2	8
Tressers, dressers, and packers, .	4	2	1	1	8	—	—	8
Turn workmen, . . .	6	—	—	—	6	—	—	6
Others, . . .	4	4	2	8	18	—	2	20
Bottlers and drivers, . . .	7	—	1	—	8	—	—	9
Brewery workmen, . . .	7	1	—	2	10	—	—	10
Bricklayers, masons and plasterers, .	4	1	1	3	9	1	38	48
Carmen, railway, . . .	2	—	—	—	2	—	1	3
Car workers and inspectors, . . .	9	—	—	—	9	—	1	10
Carpenters, . . .	2	1	1	1	5	6	126	137
Cigar makers, . . .	5	1	—	—	6	1	9	16
Clerks, railway, . . .	17	—	—	2	19	—	5	24
Clerks, retail, . . .	—	3	2	1	6	—	8	14
Compositors, . . .	2	5	9	2	18	—	2	20
Conductors, railway, . . .	1	—	—	4	5	—	—	5
Cooks and waiters, . . .	—	2	1	1	4	—	3	7
Coopers, . . .	1	—	—	1	2	—	2	4
Cutting die and cutter makers, . . .	1	—	—	1	2	—	4	6
Electrical workers, . . .	3	2	3	—	8	3	13	24
Engineers (hoisting and portable), .	—	2	—	1	3	—	5	8
Engineers, locomotive, . . .	6	—	—	1	7	—	—	7
Engineers, stationary, . . .	4	—	1	2	7	—	6	13
Firemen, locomotive, . . .	7	—	—	2	9	—	—	9
Firemen, stationary, . . .	1	—	—	4	5	—	14	19
Freight handlers and clerks, . . .	1	—	1	—	2	2	2	6
Garment workers, . . .	1	2	3	2	8	1	10	19
Glass workers, . . .	—	—	—	—	—	—	4	4
Government employees (U. S.), . . .	—	—	—	—	—	—	2	2
Granite cutters, . . .	10	5	—	2	17	—	4	21
Hat and cap makers, . . .	3	1	—	—	4	—	2	6
Hod carriers and building laborers, .	1	2	1	4	8	1	13	22
Horseshoers, . . .	2	1	—	—	3	1	2	6
Lathers (wood, wire, and metal), . .	1	—	—	—	1	—	11	12
Laundry workers, . . .	1	1	—	1	3	—	—	3
Leather workers, . . .	1	—	1	—	2	—	2	4
Longshoremen, . . .	—	—	—	—	—	—	5	5
Machinists, . . .	2	—	3	1	6	2	25	33

¹ The total membership of the 1,282 local unions in the State at the close of the year was 191,038. Of the 1,282 unions, 56, with a total membership of 5,624, failed to answer the inquiries relative to agreements.

TABLE I. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1911 by Firms within Their Jurisdiction, Showing Specified Proportions of Firms Signing Such Agreements: By Occupations — Concluded.*

OCCUPATIONS.	NUMBER OF UNIONS REPORTING AGREEMENTS SIGNED BY —				Number of Unions Having Signed Agree- ments	Number of Unions Having Ver- bally Ac- cepted Agree- ments	Number of Unions Re- port- ing No Agree- ments	Number of Unions An- swer- ing In- quiry ¹
	All Firms	More than One- half	One- half or Less	Doubt- ful or Not Stated				
All Occupations — Con.								
Maintenance-of-way employees, .	7	—		1	8		—	8
Metal polishers, buffers, and plat- ers, ...	—	—	1	—	1	—	9	10
Molders, ...	2	1	2	2	7	2	18	27
Municipal employees, ...	—	—	—	—	—	—	29	29
Musicians, ...	—	—	—	2	2	—	23	25
Painters, decorators, and paper- hangers, ...	3	10	1	2	16	6	37	59
Paper makers, ...	1	—	—	—	1	1	2	4
Pattern makers, ...	—	—	—	—	—	—	6	6
Pavers and rammermen, ...	1	1	—	—	2	—	1	3
Paving cutters, ...	3	1	—	—	4	—	—	4
Photo-engravers, ...	—	—	1	—	1	—	2	3
Plumbers, steamfitters, and gas- fitters, ...	7	4	—	1	12	4	16	32
Printing pressmen, ...	2	3	—	1	6	1	6	13
Quarry workers, ...	6	1	—	—	7	—	—	7
Roofers, ...	1	—	—	—	1	—	3	4
Sheet metal workers, ...	2	2	1	—	5	2	7	14
Station agents and employees, . .	4	—	—	3	7	—	6	13
Steam, hot water and power pipe fitters, and helpers, ...	—	1	—	—	1	—	6	7
Steam railroad employees (n. e. s.), .	6	—	—	—	6	—	4	10
Stereotypers and electrotypers, . .	2	1	—	—	3	—	2	5
Street and electric railway em- ployees, ...	12	—	—	7	19	—	1	20
Tailors and dressmakers, ...	3	—	3	1	7	—	1	8
Teamsters and drivers, ...	7	9	1	4	21	1	14	36
Telegraphers, railroad	4	—	—	1	5	—	—	5
Textile workers, ...	—	—	1	2	3	2	44	49
Loomfixers, ...	—	—	—	—	—	1	11	12
Mulespinners, ...	—	—	—	—	1	1	5	7
Textile workers (mixed), ...	—	—	—	—	—	—	3	3
Weavers, ...	—	—	—	—	—	—	11	11
Wool sorters, ...	—	—	—	—	—	—	4	4
Others, ...	—	—	1	1	2	—	10	12
Theatrical stage employees, ...	4	5	2	1	12	1	1	14
Trainmen, railroad	14	—	—	7	21	—	—	21
Upholsterers, ...	2	—	—	—	2	—	2	4
All other occupations, ...	8	4	3	6	21	3	29	53

¹ See footnote on p. 278.

TABLE II. — *Number of Unions Reporting Agreements Accepted and not Accepted in 1911 by Firms within Their Jurisdiction, Showing Specified Proportions of Firms Signing Such Agreements: By Localities.*

LOCALITIES.	NUMBER OF UNIONS REPORTING AGREEMENTS SIGNED BY —				Number of Unions Having Signed Agree- ments	Number of Unions Having Verbally Ac- cepted Agree- ments	Number of Unions Re- porting No Agree- ments	Number of Unions An- swering In- quiry ¹
	All Firms	More than One- half	One- half or Less	Doubt- ful or Not Stated				
The State.	259	103	60	108	530	42	654	1,226
BEVERLY, ...	2	2	—	1	5	—	2	7
BOSTON, ...	50	24	15	27	116	12	132	260
BROCKTON, ...	14	10	3	9	36	1	11	48
CAMBRIDGE, ...	—	—	1	2	3	1	3	7
CHELSEA, ...	1	—	1	—	2	—	7	9
CHICOPEE, ...	—	—	—	—	—	1	8	9
FALL RIVER, ...	6	5	1	2	14	1	22	37
FITCHBURG, ...	8	4	2	3	17	1	9	27
GLOUCESTER, ...	6	1	1	—	8	2	5	15
HAVERHILL, ...	14	6	—	2	22	1	6	29
HOLYOKE, ...	7	—	3	4	14	3	17	34
LAWRENCE, ...	10	1	—	3	14	1	23	38
LOWELL, ...	12	2	1	6	21	1	20	42
LYNN, ...	12	6	6	10	34	2	19	55
MALDEN, ...	2	—	—	—	2	—	4	6
MARLBOROUGH, ...	1	1	1	—	3	—	10	13
NEW BEDFORD, ...	2	4	1	4	11	1	26	38
NEWBURYPORT, ...	—	—	1	1	2	—	3	5
NEWTON, ...	—	—	—	—	—	1	9	10
NORTH ADAMS, ...	9	—	2	2	13	1	9	23
NORTHAMPTON, ...	4	—	—	3	7	—	13	20
PITTSFIELD, ...	5	1	1	1	8	—	13	21
QUINCY, ...	7	4	1	—	12	—	13	25
SALEM, ...	5	5	1	6	17	—	13	30
SOMERVILLE, ...	2	—	—	—	2	—	6	8
SPRINGFIELD, ...	13	4	2	4	23	1	33	57
TAUNTON, ...	4	2	1	1	8	1	14	23
WALTHAM, ...	1	—	—	1	2	1	7	10
WOBURN, ...	1	—	—	—	1	—	3	4
WORCESTER, ...	18	8	2	5	27	2	30	59
Other cities and towns, ...	46	16	13	11	86	7	164	257

¹ See footnote on p. 278.

TABLE III. — *Membership of Unions Reporting Agreements Accepted and not Accepted in 1911 by Firms within Their Jurisdiction, Showing Specified Proportions of Firms Signing Such Agreements: By Occupations.*

OCCUPATIONS.	MEMBERSHIP OF UNIONS HAVING SIGNED AGREEMENTS			Total Member- ship of All Unions Answering Inquiry ¹
	With All Employers in Juris- diction	With Some but not All Employers in Juris- diction	Total	
All Occupations.	42,398	63,080	105,478	185,414
Bakers and confectioners,	177	447	624	880
Barbers,	156	1,469	1,625	2,251
Bartenders,	996	1,945	2,941	3,475
Blacksmiths,	76	52	128	386
Boilermakers,	83	226	309	624
Bookbinders,	—	150	150	395
<i>Boot and shoe workers,</i>	<i>14,139</i>	<i>20,676</i>	<i>34,814</i>	<i>36,858</i>
Boot and shoe workers (mixed),	4,571	6,342	10,913	11,586
Cutters,	2,547	2,033	4,580	4,580
Edgemakers,	598	315	913	913
Lasters,	1,796	2,021	3,817	4,398
Stitchers,	1,074	2,332	3,406	3,661
Trees, dressers, and packers,	881	1,471	2,352	2,352
Turn workmen,	2,065	—	2,065	2,065
Others,	607	6,161	6,768	7,303
Bottlers and drivers,	645	525	1,170	1,223
Brewery workmen,	1,401	126	1,527	1,527
Bricklayers, masons, and plasterers,	220	833	1,053	5,229
Carmen, railway	470	—	470	494
Carworkers and inspectors,	826	—	826	894
Carpenters,	187	173	360	16,337
Cigar makers,	456	126	582	3,236
Clerks, railway	1,120	47	1,167	1,589
Clerks, retail	—	853	853	1,153
Compositors,	90	2,361	2,451	2,474
Conductors, railway	69	738	807	807
Cooks and waiters,	—	1,485	1,485	1,750
Coopers,	10	66	76	274
Cutting die and cutter makers,	42	28	70	149
Electrical workers,	91	164	255	1,500
Engineers (hoisting and portable),	—	185	185	436
Engineers (locomotive),	1,356	174	1,530	1,530
Engineers (stationary),	136	1,066	1,202	1,470
Firemen (locomotive),	1,657	315	1,972	1,972
Firemen (stationary),	75	585	660	2,479
Freight handlers and clerks,	240	200	440	1,130
Garment workers,	70	2,120	2,190	3,471
Glass workers,	—	—	—	356
Government employees (U. S.),	—	—	—	475
Granite cutters,	1,953	514	2,467	2,526
Hat and cap makers,	120	40	160	229
Hod carriers and building laborers,	200	2,916	3,116	3,994
Horseshoers,	61	22	83	473
Lathers (wood, wire, and metal),	15	—	15	437
Laundry workers,	110	550	660	660
Leather workers,	495	46	541	887
Longshoremen,	—	—	—	2,455
Machinists,	46	353	399	3,886
Maintenance-of-way employees,	1,011	154	1,165	1,165
Metal polishers, buffers, and platers,	—	154	154	430
Molders,	150	1,063	1,213	2,670
Municipal employees,	—	—	—	4,571
Musicians,	—	1,580	1,580	4,832
Painters, decorators, and paperhangers,	669	1,012	1,681	5,099
Paper makers,	89	—	89	223
Pattern makers,	—	—	—	568
Pavers and rammers,	65	160	225	243
Paving cutters,	231	36	267	267
Photo-engravers,	—	222	222	254
Plumbers, steamfitters, and gasfitters,	251	364	615	2,227

¹ See footnote on p. 278.

TABLE III. — *Membership of Unions Reporting Agreements Accepted and not Accepted in 1911 by Firms within Their Jurisdiction, Showing Specified Proportions of Firms Signing Such Agreements: By Occupations — Concluded.*

OCCUPATIONS.	MEMBERSHIP OF UNIONS HAVING SIGNED AGREEMENTS			Total Member- ship of All Unions Answering Inquiry ¹
	With All Employers in Juris- diction	With Some but not All Employers in Juris- diction	Total	
All Occupations — Con.				
Printing pressmen, ...	482	819	1,301	1,452
Quarry workers, ...	719	120	839	839
Roofers, ...	30	—	30	118
Sheet metal workers, ...	37	599	636	932
Station agents and employees (n. e. s.), ...	619	255	874	1,713
Steam, hot water and power pipe fitters, and helpers, ...	—	108	108	540
Steam railroad employees, ...	702	—	702	1,031
Stencotypers and electrotypers, ...	27	149	176	387
Street and electric railway employees, ...	2,366	1,616	3,982	4,042
Tailors and dressmakers, ...	62	234	296	336
Teamsters and drivers, ...	1,932	6,441	8,373	10,241
Textile workers, ...	—	1,245	1,245	16,777
Loomfixers, ...	—	—	—	2,743
Mulepinners, ...	—	1,200	1,200	1,921
Textile workers (mixed), ...	—	—	—	1,292
Weavers, ...	—	—	—	6,743
Wool sorters, ...	—	—	—	735
Others, ...	—	45	45	2,343
Telegraphers, railroad	682	375	1,057	1,057
Theatrical stage employees, ...	140	781	921	976
Trainmen, railroad	3,109	1,216	4,325	4,325
Upholsterers, ...	130	—	130	390
All other occupations, ...	1,107	2,802	3,909	6,338

¹ See footnote on p. 278.

TABLE IV. — *Collective Agreements Reported in Operation in 1911.*

NOTE. — The principal subjects dealt with in the Agreements are indicated in the last column. The abbreviations used denote: W., wages; H., hours; A., apprentices; Ar., arbitration; Ar. S. B., arbitration State Board; C. S., closed shop; L., union label, union stamp, or shop card; S., sanitary conditions.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Bakers and Confectioners.				
Bakers,	Boston, . . .	May 1, 1910	May 1, 1911	W., H., Ar. S. B., C. S., L.
Bakers,	Boston, . . .	Aug. 18, 1911	May 1, 1914	W., H., Ar., C. S. L.
Bakers,	Boston, . . .	May 1, 1911	May 1, 1912	W., H., A., Ar. S. B., C. S., L.
Bakers and confectioners, .	Brockton, . .	—, 1906	Indefinite	W., H., A., Ar. S. B., C. S., L.
Bakers,	Holyoke, . . .	May 1, 1911	May 1, 1912	W., H., A., Ar. S. B., C. S., L.
Bakers,	Lynn, ...	May 1, 1911	Apr. 30, 1912	W., H., A., Ar. S. B., C. S., L.
Bakers, ...	Lynn, ...	May 1, 1911	May 1, 1912	W., H., C. S., L.
Bakers, ...	New Bedford, .	May 1, 1911	May 1, 1912	W., H., A., C. S., S.
Bakers and confectionery workers,	Salem, ...	May 1, 1911	Apr. 30, 1912	W., H., A., Ar. S. B., C. S., L., S.
Bakers,	Springfield, .	Jun. 1, 1911	Jun. 30, 1912	W., H., A., Ar. S. B., C. S., L., S.
Bakers,	Taunton, . . .	May 1, 1911	Apr. 30, 1912	W., H., A., C. S., S.
Bakers,	Worcester, . .	Jun. 14, 1910	May 1, —	—
Barbers.				
Barbers,	Athol, ...	Sep. —, 1910	Indefinite	W., H.
Barbers,	Boston, ...	Aug. 1, 1911	Aug. 1, 1912	W., H.
Barbers,	Brockton, . . .	Dec. 30, 1911	Indefinite	A., C. S., L.
Barbers,	Clinton, . . .	Apr. —, 1909	Indefinite	—
Barbers,	Fitchburg, . . .	—, 1901	Indefinite	—
Barbers,	Framingham, .	Jul. 1, 1908	Jul. 1, 1912	—
Barbers,	Haverhill, . . .	Apr. 1, 1910	Indefinite	H., A., C. S., L.
Barbers,	Holyoke, ...	Jul. 4, 1903	Indefinite	H., A., C. S., L.
Barbers,	Lawrence, . . .	—, 1905	Indefinite	—
Barbers,	Lynn, ...	Jul. 19, 1902	Indefinite	W., H., C. S., L.
Barbers,	North Adams, .	Jan. 1, 1911	Dec. 31, 1912	—
Barbers,	Rockland, . . .	Feb. 2, 1910	Indefinite	—
Barbers,	Salem, ...	—, 1902	Indefinite	A., C. S., L.
Barbers,	Springfield, . .	—, 1903	Indefinite	—
Barbers,	Worcester, . . .	Jun. 1, 1911	Jun. 1, 1912	W., H., C. S.
Bartenders.				
Bartenders,	Athol, ...	May 1, 1911	May 1, 1912	C. S., L.
Bartenders,	Boston, ...	Feb. —, 1911	Indefinite	W., H., C. S., L.
Bartenders,	Fall River, . .	Nov. 1, 1911	Jan. 1, 1913	Ar., C. S., L.
Bartenders,	Fitchburg, . . .	May 1, 1911	May 1, 1912	—
Bartenders,	Gloucester, . .	Aug. 1, 1909	Indefinite	—
Bartenders,	Haverhill, . . .	Jun. 1, 1911	Jun. 1, 1912	W., H., C. S.
Bartenders,	Holyoke, ...	Jan. 1, 1911	Indefinite	W., H., L.
Bartenders,	Lawrence, . . .	Apr. 30, 1908	Indefinite	W., H., Ar., C. S.
Bartenders,	Milford, ...	—, 1904	Indefinite	—
Bartenders,	New Bedford, . .	Nov. 7, 1911	May 1, 1913	W., H., Ar., C. S., L.
Bartenders,	North Adams, .	—, 1898	Indefinite	—
Bartenders,	Springfield, . .	n.s.	n.s.	—
Bartenders,	Taunton, ...	Jun. —, 1902	Indefinite	—
Bartenders,	Ware, ...	n.s.	n.s.	C. S., L.
Bartenders,	Worcester, . . .	May 1, 1911	May 1, 1912	—

¹ To continue while satisfactory.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Blacksmiths.				
Blacksmiths,	Fitchburg,	Jun. -, 1911	Indefinite	-
Blacksmiths,	Haverhill,	May 1, 1911	May 1, 1912	
Blacksmiths,	Norwood,	Sep. 12, 1911	Indefinite ¹	
Boilermakers.				
Boilermakers,	Boston, .	May 1, 1908	{ Adjusted yearly May 31, 1912 }	W., H.
Boilermakers,	Boston, .	Jun. 1, 1911		
Boilermakers and iron ship builders, .	Greenfield, .	May 1, 1911	May 1, 1912	
Boilermakers and helpers, .	Norwood, .	Oct. -, 1911	Indefinite	
Boilermakers, drillers, and tap- pers,	Quincy,	Sep. -, 1911	Sep. -, 1914	
Bookbinders.				
Bindery women,	Boston, .	Mar. -, 1896	Indefinite	W., H., A.
Boot and Shoe Workers.				
<i>Boot and Shoe Workers, Mixed.</i>				
Boot and shoe workers, mixed, .	Abington,	Apr. -, 1910	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Braintree,	—, 1902	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Bridgewater,	Oct. -, 1911	Oct. -, 1916	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Brockton,	n.s.	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Easton, .	Jul. 1, 1911	Jul. 1, 1912	W., Ar. S. B., C. S., L.
Machine operators,	Haverhill,	n.s.	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Holbrook,	Oct. 16, 1909	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Holliston,	—, 1906	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Lynn, .	—, 1900	Indefinite ²	W., Ar. S. B., C. S., L.
Shoe workers, mixed, .	Lynn, .	n.s.	Indefinite	—
Boot and shoe workers, mixed, .	Middleborough,	—, 1903	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Milford,	May 15, 1911	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Natick, .	—, 1904-1908	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	New Bedford,	Mar. 27, 1906	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	North Brookfield,	Dec. 20, 1902	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Randolph,	—, 1900	May -, 1912	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Rockland, .	—, 1904 ³	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Salem,	Sep. 25, 1909	Sep. 25, 1912	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Webster,	Jul. -, 1901	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Weymouth, .	Jan. -, 1901	Indefinite	W., Ar. S. B., C. S., L.
Boot and shoe workers, mixed, .	Whitman,	Aug. -, 1908	Indefinite	W., Ar. S. B., C. S., L.

¹ Agreement may be ended or changed on 30 days' notice.² Notice in writing of 90 days required on August 1 each year to end agreement.³ Approximate date.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Boot and Shoe Workers — Con.				
<i>Cutters.</i>				
Cutters,	Boston,	Sep. —, 1909	Sep. —, 1912	W., Ar. S. B.,
Cutters,	Brockton,	May 6, 1907	Indefinite	C. S., L.
Cutters,	Haverhill,	Jan. 1, 1911	Jan. 1, 1912	W., Ar. S. B.,
Sole leather cutters and sorters,	Haverhill,	n.s.	Indefinite	C. S., L.
Cutters,	Lynn,	Apr. —, 1909	Apr. —, 1912	W., Ar. S. B.,
Cutters,	Lynn,	—, 1900	Indefinite	C. S., L.
Cutters,	North Adams,	—, 1904	May 1, 1912	W., Ar. S. B.,
Cutters,	Salem,	Sep. 1, 1911	Sep. 1, 1912	C. S., L.
Cutters,	Whitman,	—, 1910	Indefinite	Ar., C. S.
<i>Edgemakers.</i>				
Edgemakers,	Brockton,	n.s.	n.s.	W., Ar. S. B.,
Edgemakers,	Haverhill,	n.s.	Indefinite	C. S., L.
Edgemakers,	Salem,	Sep. 1, 1911	Sep. 1, 1912	W., Ar. S. B.,
Edgemakers,	Whitman,	Aug. —, 1908	Indefinite	C. S., L.
<i>Lasters.</i>				
Lasters,	Beverly,	Feb. —, 1911	Feb. —, 1912	W., Ar. S. B.,
Lasters,	Brockton,	Jan. —, 1910	Jan. —, 1913	C. S., L.
Lasters,	Haverhill,	n.s.	Indefinite	W., Ar. S. B.,
Lasters,	Lynn,	—, 1909	Indefinite	C. S., L.
Lasters,	Lynn,	Dec. 22, 1910	Indefinite	W., Ar. S. B.,
Lasters,	Marblehead,	Jul. 1, 1911	Jul. 1, 1912	C. S., L.
Lasters,	North Adams,	Dec. —, 1910	Indefinite	W., Ar. S. B.,
Lasters,	Salem,	Sep. 1, 1911	Aug. 31, 1912	C. S., L.
Lasters,	Whitman,	—, 1908	Aug. —, 1912	W., Ar. S. B.,
<i>Stitchers.</i>				
Stitchers-at-large,	Brockton,	n.s.	n.s.	W., Ar. S. B.,
Stitchers (women),	Haverhill,	n.s.	Indefinite	C. S., L.
Stitchers,	Lynn,	—, 1909	Indefinite	W., Ar. S. B.,
Stitchers,	Lynn,	—, 1900	Indefinite	C. S., L.
Shoe stitchers and cutters,	New Bedford,	—, 1909	Jan. —, 1912	W., Ar. S. B.,
Stitchers,	Whitman,	Jul. 25, 1908	Indefinite	C. S., L.
<i>Treers, Dressers, and Packers.</i>				
Dressers and packers,	Brockton,	—, 1903	Indefinite	W., Ar. S. B.,
Treers,	Brockton,	n.s.	Indefinite ¹	C. S., L.
Packing-room employees,	Haverhill,	n.s.	Indefinite	W., Ar. S. B.,
Treers,	Haverhill,	n.s.	Indefinite	C. S., L.
Packing-room workers,	Lynn,	Various ²	Indefinite	W., Ar. S. B.,
Treers,	North Adams,	—, 1901	Indefinite	C. S., L.
Packing-room workers,	Salem,	Sep. 1, 1911	Aug. 31, 1912	W., Ar. S. B.,
Treers, dressers, and packers,	Whitman,	Aug. —, 1908	Indefinite	C. S., L.

¹ Notice of 90 days required to end or change agreement.² Piece-price lists signed at various dates.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Boot and Shoe Workers				
— Con.				
<i>Turn Workmen.</i>				
Turn workmen, ...	Beverly, ...	n.s.	Indefinite	W.
Shoe workers protective (turn workmen), ...	Haverhill, ...	n.s.	Indefinite	W.
Turn workmen, ...	Haverhill, ...	n.s.	Indefinite	W., Ar. S. B., C. S., L.
Turn workmen, ...	Lynn, ...	n.s.	Indefinite	W.
Turn workmen, ...	Marblehead, ...	n.s.	Indefinite	W.
Turn workmen, ...	Wakefield, ...	n.s.	Indefinite	W.
<i>Others.</i>				
Finishers, ...	Brockton, ...	—, 1902	Indefinite	W., Ar. S. B., C. S., L.
Heelers, sluggers, breasters, and shavers, ...	Brockton, ...	Jan. —, 1910	Jan. —, 1913	W., Ar. S. B., C. S., L.
Skivers, ...	Brockton, ...	—, 1903	Indefinite	W., Ar. S. B., C. S., L.
Solefasteners and roughrounders, ...	Brockton, ...	—, 1910	Indefinite	W., Ar. S. B., C. S., L.
Sole leather workers, ...	Brockton, ...	—, 1899-1903	n.s.	W., Ar. S. B., C. S., L.
Vampers, ...	Brockton, ...	n.s.	n.s.	W., Ar. S. B., C. S., L.
Machine workmen (shoe workers protective), ...	Haverhill, ...	n.s.	n.s.	W.
Sole leather workers, ...	Haverhill, ...	n.s.	n.s.	W., Ar. S. B., C. S., L.
Buttonhole operators, finishers, buttoners, and eyeletters, ...	Lynn, ...	Feb. —, 1911	Feb. —, 1912	W., A., Ar.
Glaziers, ...	Lynn, ...	Sep. —, 1911	Sep. —, 1912	
Goodyear operators, Independent, ...	Lynn, ...	May —, 1910	Indefinite	W., Ar. S. B., C. S., L.
Goodyear operators, ...	Lynn, ...	—, 1900	Indefinite	W., H., A., Ar.
Grain counter workers, ...	Lynn, ...	May 1, 1910	May 1, 1914	W., Ar., C. S.
Heel workers, ...	Lynn, ...	Jun. 1, 1911	Jan. 1, 1913	W., Ar., C. S.
Stockfitters, ...	Lynn, ...	May 1, 1911	May 1, 1912	W., Ar., Ar. S. B., C. S.
Sole fasteners, ...	North Adams, ...	n.s.	n.s.	W., Ar. S. B., C. S., L.
Stockfitters, ...	North Adams, ...	—, 1910	—, 1913	W., Ar. S. B., C. S., L.
Stockfitters, ...	Salem, ...	Sep. 1, 1911	Aug. 31, 1912	—
Bottlers and Drivers.				
Bottlers and drivers, ...	Boston, ...	Mar. 17, 1911	Mar. 1, 1913	W., H., Ar. S. B., C. S.
Bottlers and drivers, ...	Fall River, ...	Apr. —, 1911	Jun. 1, 1912	W., H., Ar., C. S.
Bottlers and drivers, ...	Lawrence, ...	—, 1909	Apr. 1, 1912	W., H., Ar., C. S.
Beer drivers, ...	Lowell, ...	May —, 1910	Indefinite	—
Bottlers, ...	Lowell, ...	May 1, 1910	May 1, 1913	W., H., Ar., Ar. S. B., C. S.
Bottlers and drivers, ...	Pittsfield, ...	May 1, 1912	May 1, 1913	—
Bottlers and drivers, ...	Springfield, ...	Apr. 1, 1910	Apr. 1, 1913	—
Bottlers and drivers, ...	Worcester, ...	May 1, 1911	Apr. 30, 1912	W., H., Ar., C. S.
Brewery Workmen.				
Brewery workmen, ...	Boston, ...	Apr. 6, 1911	Apr. 1, 1913	W., H., A., Ar., Ar. S. B., C. S.
Brewery workmen, ...	Boston, ...	Mar. —, 1911	Mar. —, 1913	W., H., A., Ar., C. S.
Brewery workers, ...	Fall River, ...	Jun. 1, 1911	Jun. 1, 1912	W., H., A., Ar., C. S.
Brewery workmen, ...	Holyoke, ...	Apr. 1, 1910	Apr. 1, 1913	—
Brewery workmen, ...	Lawrence, ...	Apr. 1, 1909	Apr. 1, 1912	—
Brewery workmen, ...	Lowell, ...	May 1, 1910	May 1, 1913	—
Brewery workmen, ...	New Bedford, ...	May 1, 1911	May 1, 1913	W., H., A., Ar., C. S.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Brewery Workmen — Con.				
Brewery workmen,	Pittsfield, . . .	May 1, 1911	May 1, 1912	-
Brewery workers,	Springfield, . .	Apr. 1, 1910	Apr. 1, 1913	-
Brewery workmen,	Worcester, . . .	May 1, 1910	May 1, 1913	-
Bricklayers, Masons, and Plasterers.				
Plasterers, . . .	Boston, . . .	Jan. 1, 1911	Jan. 1, 1912	W., A., Ar.
Bricklayers and masons, . . .	Fitchburg, . . .	Apr. 1, 1911	Apr. 1, 1912	-
Bricklayers, masons, and plasterers, . . .	Frammingham, . .	Jul. 1, 1911	Indefinite	-
Bricklayers, masons, and plasterers, . . .	Great Barrington, .	—, 1902	Indefinite	-
Bricklayers and plasterers, . .	Greenfield, . . .	May 1, 1911	May 1, 1912	W., H., C. S.
Bricklayers and masons, . . .	Haverhill, . . .	May 1, 1911	May 1, 1912	W., H., A.
Bricklayers, . . .	Lowell, . . .	May —, 1909	May 1, 1912	-
Bricklayers and plasterers, . .	New Bedford, . . .	n.s.	Indefinite	-
Bricklayers, masons, and plasterers, . . .	Newburyport, . .	May 1, 1910	n.s.	-
Carmen, Railway.				
Railway carmen,	Boston, . . .	May 1, 1911	May 1, 1912	H., A.
Railway carmen,	Boston, . . .	Sep. —, 1911	Indefinite ¹	H., A.
Carpenters.				
<i>House Carpenters.</i>				
Carpenters, . . .	Danvers, . . .	May 1, 1911	May 1, 1912	W., H.
Carpenters, . . .	Great Barrington, .	May 1, 1910	May 1, 1912	W., H.
Carpenters, . . .	Marlborough, . .	Jun. —, —	Indefinite	W., H., A., C. S.
<i>Railroad Carpenters.</i>				
Carpenters, . . .	Hyde Park, . . .	Oct. 1, 1911	Indefinite ¹	-
Carpenters, . . .	Hyde Park, . . .	May 1, 1911	May 1, 1912	-
Carworkers and Inspectors.				
Carworkers, . . .	Ayer, . . .	Jul. 1, 1911	Indefinite ¹	H.
Carworkers, . . .	Boston, . . .	May —, 1911	May —, 1912	H.
Carworkers, . . .	Boston, . . .	—, 1910	Indefinite	H.
Carworkers, . . .	Boston, . . .	Jun. 1, 1911	Jun. 1, 1912	H.
Carworkers, . . .	Fitchburg, . . .	Jun. 15, 1911	Indefinite	H.
Carworkers, . . .	Greenfield, . . .	Jun. 15, 1911	Indefinite ¹	H.
Carworkers, . . .	Hyde Park, . . .	—, 1908	Indefinite ¹	H., A.
Carworkers, . . .	Springfield, . .	Jun. 1, 1911	Indefinite ¹	H.
Carworkers, . . .	Worcester, . . .	Oct. 1, 1911	Indefinite ¹	-
Cigarmakers.				
Cigarmakers, . . .	Gloucester, . . .	n.s.	n.s.	-
Cigarmakers, . . .	Lowell, . . .	—, 1899	Indefinite	W.
Cigarmakers, . . .	Lynn, . . .	Sep. 1, 1907	Indefinite	W., A.
Cigarmakers, . . .	Milford, . . .	Jul. 2, 1906	n.s.	-
Cigarmakers, . . .	Springfield, . .	Jun. 1, 1903	Indefinite	W., A.
Cigarmakers, . . .	Westfield, . . .	Jun. 2, 1902	Indefinite	-
Clerks, Railway.				
Railway clerks, . . .	Boston, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Boston, . . .	Oct. —, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Boston, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Boston, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Boston, . . .	Nov. 15, 1909	Indefinite ¹	W., H.
Railway clerks, . . .	Boston, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Boston, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Fall River, . . .	Nov. 15, 1909	Indefinite ¹	W., H.
Railway clerks, . . .	Fitchburg, . . .	Jul. —, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Frammingham, . .	Nov. 15, 1909	Indefinite ¹	W., H.
Railway clerks, . . .	Greenfield, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Holyoke, . . .	Nov. 15, 1909	Indefinite ¹	W., H.

¹ Agreement may be ended or changed on 30 days' notice.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Clerks, Railway — Con.				
Railway clerks, . . .	Lawrence, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Lowell, . . .	Oct. 7, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Lynn, . . .	Jan. 1, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	New Bedford, . . .	Jun. 1, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Northampton, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Salem, . . .	—, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Somerville, . . .	Oct. 7, 1910	Indefinite ¹	W., H.
Railway clerks, . . .	Worcester, . . .	Jul. 18, 1911	Indefinite	W., H.
Clerks, Retail.				
Retail clerks, . . .	Athol, . . .	Jan. 1, 1911	Dec. 31, 1911	—
Clothing and shoe clerks, . . .	Brockton, . . .	May 1, 1911	May 1, 1912	—
Dry goods clerks, . . .	Brockton, . . .	Feb. 7, 1909	Feb. 7, 1914 ²	W., H., C. S., L.
Grocery and provision clerks, . . .	Brockton, . . .	Jun. 1, 1910	Mar. 1, 1914	H., C. S., L.
Grocery and provision clerks, . . .	Lynn, . . .	Nov. 7, 1911	Nov. 7, 1912	H., C. S., L.
Retail clerks, . . .	Swampscott, . . .	—, 1908	Indefinite	—
Compositors.³				
Compositors {book and job, newspaper, . . .}	Boston, . . .	{ Nov. 1, 1909 Nov. 16, 1911	{ Sep. 30, 1911 Indefinite	{ W., H., A., S. W., H., A., Ar., C. S.
Compositors, . . .	Brockton, . . .	Oct. 19, 1911	Oct. 19, 1912	W., H., A., Ar., C. S.
Compositors, . . .	Cambridge, . . .	n. s.	n. s.	—
Compositors, . . .	Fall River, . . .	Dec. 7, 1909	Dec. 7, 1912	—
Compositors, . . .	Fitchburg, . . .	Jan. 1, 1911	Dec. 31, 1913	—
Compositors, . . .	Frammingham, . . .	Jan. 1, 1911	Jan. 6, 1912	—
Compositors, . . .	Holyoke, . . .	Jan. 1, 1911	Jan. 1, 1916	W., H., A., C. S., L.
Compositors, . . .	Lawrence, . . .	Jan. 15, 1911	Jan. 15, 1914	—
Compositors, . . .	Lowell, . . .	{ Oct. 7, 1909 Feb. 1, 1911	{ Oct. 7, 1913 Dec. 31, 1912	{ W., H., A., C S., L. W., H., A., Ar., C. S.
Compositors {book and job, newspaper, . . .}	Lynn, . . .	{ Nov. 14, 1910 Jan. 24, 1911	{ Nov. 14, 1911 Jan. 24, 1914 ⁴	{ W., H., A., Ar., C. S.
Compositors, . . .	Marlborough, . . .	—	Indefinite	—
Compositors, . . .	New Bedford, . . .	Sep. 21, 1911	Sep. 21, 1912	—
Compositors, . . .	Newburyport, . . .	Jul. 7, 1911	n. s.	—
Compositors, . . .	North Adams, . . .	Jan. 1, 1906	Indefinite	—
Compositors, . . .	Pittsfield, . . .	Oct. 7, 1911	Mar. 7, 1913	W., H., A., C. S.
Compositors, . . .	Springfield, . . .	Nov. 15, 1911	Nov. 15, 1914	W., H., A., C. S.
Compositors, . . .	Taunton, . . .	{ Sep. 1, 1909 Jun. 7, 1910	{ Sep. 1, 1912 Indefinite	{ W., H.
Compositors, . . .	Worcester, . . .	Nov. 7, 1908	Indefinite	—
Conductors, Railway.				
Railway conductors, . . .	Boston, . . .	n. s.	Indefinite ¹	W., H.
Railway conductors, . . .	Boston, . . .	Apr. 17, 1910	Indefinite ¹	W., H.
Railway conductors, . . .	Fitchburg, . . .	Apr. 17, 1910	Indefinite ¹	W., H.
Railway conductors, . . .	Springfield, . . .	Apr. 17, 1910	Indefinite ¹	W., H.
Railway conductors, . . .	Worcester, . . .	—, 1910	Indefinite ¹	W., H.
Cooks and Waiters.				
Marine cooks, . . .	Boston, . . .	Jul. 1, 1911	Jul. 1, 1912	W., H., C. S., S.
Waiters, . . .	Boston, . . .	Oct. 1, 1911	Indefinite	W., H., C. S.
Hotel and restaurant employees, . . .	Brockton, . . .	Oct. 3, 1911	Oct. 2, 1913	W., H., C. S., L.
Hotel and restaurant employees, . . .	Lynn, . . .	May 1, 1909	May 1, 1914	W., H., C. S., L.

¹ Agreement may be ended or changed on 30 days' notice.² Agreement to continue indefinitely unless six months' notice of desire to change it is given.³ Compositors in Athol, newly organized, signed an agreement with one employer for one branch of work.⁴ Agreement to continue indefinitely unless 60 days' notice of desire to change it is given.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Coopers.				
Coopers, brewery,	Boston,	Jun. -, 1907	Indefinite	W., H.
Coopers, brewery,	Worcester,	May 1, 1911	May 1, 1912	W., H., Ar., C. S.
Cutting Die and Cutter Makers.				
Cutting die and cutter makers,	Brockton,	Sep. 20, 1909	Indefinite ¹	W., H., Ar., C. S.
Die cutters,	Lynn,	Jan. -, 1911	Indefinite	W., H., A., C. S.
Electrical Workers.				
Electrical workers,	Beverly,	May 1, 1911	May 1, 1912	-
Electrical workers,	Brockton,	Nov. 15, 1909	Indefinite	W., H., A., Ar., C. S.
Electrical workers,	Lynn,	May 1, 1910	May 1, 1912	W., H., A.
Electrical workers,	Marlborough,	Jan. 19, 1909	Indefinite	W., H., A., C. S.
Electrical workers,	New Bedford,	Sep. 1, 1911	Indefinite	W., H., A.
Electrical workers,	Pittsfield,	Aug. 22, 1910	May 1, 1912	W., H., A., Ar., C. S.
Electrical workers,	Quincy,	May 1, 1911	May 1, 1912	W., H., A.
Engineers, Hoisting and Portable.				
Coal hoisting engineers,	Boston,	Aug. 1, 1911	Aug. 1, 1913	W., H., Ar., Ar. S. B.
Steam engineers,	Quincy,	Jul. -, 1911	Jul. -, 1914	-
Hoisting and portable engineers,	Rockport,	Mar. 1, 1911	Mar. 1, 1916 ²	W., H., Ar.
Engineers, Locomotive.				
Locomotive engineers,	Boston,	-, 1910	Indefinite ¹	W., H.
Locomotive engineers,	Boston,	May 14, 1910	Indefinite ¹	W., H.
Locomotive engineers,	Boston,	May -, 1910	Indefinite ¹	W., H.
Locomotive engineers,	Fitchburg,	Jul. -, 1908	Indefinite ¹	W., H.
Locomotive engineers,	Greenfield,	May 1, 1910	Indefinite ¹	W., H.
Locomotive engineers,	Springfield,	Jul. 1, 1910	Indefinite ¹	W., H.
Locomotive engineers,	Worcester,	May 14, 1911	Indefinite ¹	W., H.
Engineers, Stationary.				
Steam engineers,	Boston,	Jan. 1, 1908	Indefinite	W., H., Ar., Ar. S. B., C. S.
Steam engineers,	Fall River,	-, 1910	Indefinite	-
Steam engineers,	Lowell,	Dec. -, 1909	Dec. -, 1911	W., H.
Steam engineers,	Milford,	Apr. 1, 1908	Apr. 1, 1912	-
Steam engineers,	Quincy,	Apr. 1, 1908	Apr. 1, 1911 ³	W., H., Ar.
Steam engineers,	Salem,	Jul. 1, 1910	Jun. 30, 1912 ⁴	W., H., Ar.
Steam engineers,	Worcester,	May 1, 1911	Indefinite	-
Firemen, Locomotive.				
Locomotive firemen and engine-men,	Boston,	Jun. 11, 1910	Indefinite ¹	W., H.
Locomotive firemen and engine-men,	Boston,	May 21, 1910	Indefinite ¹	W., H.
Locomotive firemen,	Fitchburg,	Feb. -, 1910	Feb. 1, 1912	W., H.
Locomotive firemen,	Greenfield,	Jul. -, 1910	Feb. -, 1912	W., H.
Locomotive firemen and engine-men,	Somerville,	May 1, 1910	Indefinite ⁵	W., H.
Locomotive firemen and engine-men,	Springfield,	Jul. 1, 1910	Indefinite ¹	W., H.
Locomotive firemen and engine-men,	Taunton,	Jun. 11, 1910	Indefinite ¹	W., H.

¹ Agreement may be ended or changed on 30 days' notice.² Agreement to continue indefinitely unless three months' notice of desire to change it is given.³ No change made in 1911.⁴ Agreement to continue indefinitely unless 90 days' notice of desire to change it is given.⁵ Agreement may be ended or changed on 60 days' notice.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Firemen, Locomotive — Con.				
Locomotive firemen and engine-men, ...	West Springfield, . .	n.s.	n.s.	W., H.
Locomotive firemen, ...	Worcester, ...	n.s.	n.a.	W., H.
Firemen, Stationary.				
Stationary firemen, ...	Boston, ...	Mar. —, 1908	Indefinite	W., H., Ar., Ar.
Stationary firemen, ...	Brockton, ...	Oct. —, 1911	Indefinite	S. B.
Stationary firemen, ...	Lowell, ...	May 1, 1911	May 1, 1914	W., C. S.
Stationary firemen, ...	Northampton, . . .	Mar. 31, 1910	Mar. 31, 1911	W., H., Ar., Ar.
Stationary firemen, ...	Worcester, ...	May —, 1910	May —, 1913	S. B., C. S.
Freight Handlers and Clerks.				
Freight handlers, ...	Boston, ...	Apr. 23, 1910	Indefinite	W., H.
Freight handlers, ...	Boston, ...	Jun. —, 1910	Indefinite	W., H.
Garment Workers.				
Cloak and skirt makers, ...	Boston, ...	Jan. —, 1911	Jan. —, 1912	—
Clothing cutters and trimmers, .	Boston, ...	Aug. —, 1911	Aug. —, 1916	W., H., A.
Custom tailors, ...	Boston, ...	Mar. —, 1910	Mar. —, 1911	—
Garment workers (Italian), . .	Boston, ...	—, 1904	Indefinite	—
Overall and white duck coat workers, ...	Boston, ...	Apr. —, 1910	Apr. —, 1911	W., A., L.
Pants makers, ...	Boston, ...	—, 1911	—, 1913	W., H., Ar., C.
Sheepskin cloak makers, ...	Boston, ...	Jan. —, 1911	Jan. —, 1912	S., S.
Overall workers, ...	North Brookfield, .	Aug. —, 1910	Indefinite	—
Granite Cutters.				
Granite cutters, ...	Boston, ...	Apr. 1, 1911	Apr. 1, 1916 ¹	W., H., A., C. S., S.
Granite cutters, ...	Chelmsford, ...	May 1, 1911	May 1, 1916 ¹	W., H., A., Ar., C. S., S.
Granite cutters, ...	Chester, ...	—, 1905	Indefinite ²	—
Granite cutters, ...	Fall River, ...	—, 1907	Indefinite ²	W., H., A., Ar., S.
Granite cutters, ...	Fitchburg, ...	—, 1905	Indefinite ²	—
Granite cutters, ...	Gloucester and Rockport, . . .	Mar. 1, 1911	Mar. 1, 1916	W., H., A., Ar., C. S., S.
Granite cutters, ...	Lawrence, ...	Mar. 1, 1911	Mar. 1, 1913 ¹	W., H., C. S., S.
Granite cutters, ...	Lowell, ...	May 1, 1911	Indefinite ⁷	W., H., A., Ar., S.
Granite cutters, ...	Lynn, ...	—, 1909	Apr. —, 1913	—
Granite cutters, ...	Milford, ...	Apr. 1, 1907	Apr. 1, 1912 ¹	W., H., A., Ar., C. S., S.
Granite cutters, ...	Monson, ...	Apr. 24, 1908	Apr. 1, 1911 ¹	W., H., A., C. S., S.
Granite cutters, ...	Quincy, ...	Mar. 1, 1911	Mar. 1, 1916	W., H., A., Ar., C. S., S.
Granite cutters, ...	Springfield, ...	May 1, 1909	May 1, 1912	—
Granite cutters, ...	Westford, ...	May 1, 1911	May 1, 1916 ¹	W., H., S.
Granite cutters, ...	Worcester, ...	May 1, 1909	May 1, 1912 ¹	W., H., A., C. S., S.
Granite Polishers.				
Granite polishers, ...	Quincy, ...	Mar. 1, 1911	Mar. 1, 1916 ¹	W., H., A., Ar., C. S.
Tool Sharpeners.				
Tool sharpeners, ...	Quincy, ...	Mar. 1, 1911	Mar. 1, 1916 ¹	W., H., A., Ar., C. S.

¹ Agreement to continue from year to year unless 90 days' notice of desire to change it is given.² Agreement may be ended or changed on 90 days' notice.³ Agreement may be ended or changed on four months' notice.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Hat and Cap Makers.				
Cap cutters and blockers,	Boston,	Oct. —, 1911	Oct. —, 1913	—
Hatters,	Boston,	Jun. —, 1911	Jun. —, 1913	—
Hatters,	Boston,	Jun. 1, 1911	Jun. 1, 1912	—
Wool hat finishers,	Haverhill,	May —, 1911	May —, 1912	—
Hod Carriers and Building Laborers.				
Hod carriers and building laborers,	Boston,	Jun. 1, 1911	Jun. 1, 1912	W., H., C. S.
Hod carriers and building laborers,	Boston,	Jun. 1, 1911	Jun. 1, 1912	—
Building laborers,	Brockton,	—, 1910	—, 1913	—
Building laborers,	Cambridge,	Jul. —, 1911	Jul. —, 1912	—
Building laborers,	Newton,	Jun. —, 1911	Indefinite	—
Hod carriers and building laborers,	Quincy,	Apr. 1, 1911	Mar. 31, 1912	—
Building laborers,	Salem,	May 1, 1911	Indefinite	—
Building laborers,	Worcester,	Jul. —, 1909	Indefinite	—
Plasterers' Tenders.				
Plasterers' tenders,	Boston,	Jan. 1, 1910	Indefinite	W., H., Ar.
Horseshoers.				
Horseshoers and carriage workers,	Haverhill,	May 1, 1911	May 1, 1912	W., H., Ar., C. S.
Horseshoers,	Lynn,	May 1, 1911	May 1, 1912	—
Horseshoers,	Worcester,	May 1, 1911	May 1, 1912	—
Lathers, Wood, Wire, and Metal.				
Lathers,	Brockton,	May 1, 1902	May —, 1911	W., H.
Laundry Workers.				
Laundry workers,	Boston,	Various	— ²	—
Laundry workers,	Brockton,	May 29, 1911	May 1, 1912	W., H., Ar., C. S., L.
Laundry workers,	Haverhill,	May 1, 1911	May 1, 1912	—
Leather Workers.				
Leather workers on horse goods,	Boston,	Apr. —, 1911	Apr. —, 1912	W., H., A., C. S., L.
Leather workers,	Lowell,	Apr. 19, 1908	Indefinite	—
Machinists.				
Machinists,	Fitchburg,	Jul. 1, 1911	Jul. 1, 1912	H., A., C. S.
Machinists,	Greenfield,	—, 1910	Jun. —, 1911	—
Machinists,	Holyoke,	—, 1902	Indefinite	—
Machinists,	Springfield,	Feb. 7, 1911	Indefinite	—
Railroad.				
Machinists,	Boston,	Jul. —, 1909	Indefinite ¹	—
Machinists,	Worcester,	May 25, 1910	Indefinite ¹	W., H.
Maintenance of Way Employees.				
Maintenance of way employees,	Boston,	Jun. 1, 1911	Indefinite ¹	W., H.
Maintenance of way employees,	Fitchburg,	Jun. 1, 1911	Jun. 1, 1912	—
Maintenance of way employees,	Lawrence,	Jun. 30, 1911	Jun. 30, 1912	W., H.
Maintenance of way employees,	Lowell,	Jun. 1, 1911	Jun. 1, 1912	W., H.
Maintenance of way employees,	North Adams,	Jun. —, 1911	Jun. —, 1912	W., H.
Maintenance of way employees,	Salem,	Jun. 1, 1911	Indefinite ¹	W., H.
Maintenance of way employees,	Springfield,	May 12, 1911	Indefinite ¹	H.
Maintenance of way employees,	Worcester,	May 12, 1911	Indefinite ¹	H.

¹ Agreement may be ended or changed on 30 days' notice.² Agreement signed on various dates, each for one year.³ Agreement to continue indefinitely unless 30 days' notice of desire to end or change it is given.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Metal Polishers, Buffers, and Platers.				
Metal polishers, buffers, and platers,	Boston, .	Apr. 1, 1911	Indefinite ¹	- -
Molders.				
Iron molders,	Boston, . . .	—, 1908	Indefinite	
Molders and coremakers (brass),	Boston, . . .	Jun. 1, 1911	Jun. 1, 1912	
Iron molders,	Lynn, . . .	—, 1900	Indefinite	
Iron molders,	Taunton, . . .	Dec. 15, 1910	Dec. 15, 1912	W., A., Ar.
Iron molders,	Wakefield, . . .	Jul. —, 1908	Jan. —, 1913	-
Iron molders,	Waltham, . . .	Jun. 1, 1910	Jun. 1, 1912	
Iron molders,	Watertown, . . .	Dec. —, 1910	Dec. —, 1912	
Musicians.				
Musicians,	Boston, . . .	Jan. 1, 1911	Jan. 1, 1914	W.
Musicians,	Fall River, . . .	Sep. 1, 1910	Sep. 1, 1911	W.
Painters, Decorators, and Paperhangers.				
Painters, decorators, and paperhangers, . . .	Beverly, . . .	Apr. 1, 1911	Apr. 1, 1912	
Paperhangers, . . .	Boston, . . .	Sep. 1, 1910	Indefinite	W., H.
Sign writers, . . .	Boston, . . .	Apr. 1, 1911	Apr. 1, 1912	-
Painters, decorators, and paperhangers, . . .	Brockton, . . .	Apr. 1, 1911	Mar. 31, 1912	W., H., C. S.
Painters, decorators, and paperhangers, . . .	Fall River, . . .	Apr. 8, 1911	Indefinite	-
Painters, decorators, and paperhangers, . . .	Fitchburg, . . .	Mar. 1, 1911	Indefinite	W., H.
Painters, decorators, and paperhangers, . . .	Frammingham, . . .	May 1, 1911	Apr. 1, 1912	
Painters, . . .	Haverhill, . . .	Mar. 1, 1911	Mar. 1, 1912	
Painters, decorators, and paperhangers, . . .	Hingham, . . .	Mar. 1, 1911	Indefinite	-
Painters, decorators, and paperhangers, . . .	Milford, . . .	May 1, 1909	Indefinite	
Painters, decorators, and paperhangers, . . .	Pittsfield, . . .	Mar. 1, 1910	Mar. 1, 1912	W., H., A., Ar., C. S.
Painters, decorators, and paperhangers, . . .	Salem, . . .	Sep. 1, 1911	Indefinite	-
Painters, decorators, and paperhangers, . . .	Southbridge, . . .			
Painters, decorators, and paperhangers, . . .	Springfield, . . .	- ²	Jan. 1, 1913	W., H., Ar., C. S.
Painters, decorators, and paperhangers, . . .	Westborough, . . .	Apr. 1, 1911	n.s.	W., H.
Railroad.				
Car and locomotive painters, . . .	Boston, . . .	Jun. —, 1910	Indefinite ³	
Paper Makers.				
Pulp, sulphite, and paper mill workers, . . .	Northampton, . . .	Jan. 1, 1908	Indefinite	-
Pavers and Rammermen.				
Pavers, . . .	Boston, . . .	—, 1900	Indefinite	
Pavers, . . .	Boston, . . .	—, 1910	n.s.	
Paving Cutters.				
Paving cutters, . . .	Chelmsford, . . .	May 1, 1911	May 1, 1914 ⁴	W., H., Ar.
Paving cutters, . . .	Fall River, . . .	May 2, 1911	May 1, 1912	W., H., Ar., C. S.
Paving cutters, . . .	Gloucester, . . .	Mar. 27, 1911	Mar. 1, 1916 ⁴	W., Ar.
Paving cutters, . . .	Rockport, . . .	Mar. 27, 1911	Mar. 1, 1916 ⁴	W., Ar.

¹ Agreement may be ended or changed on 90 days' notice.² On acceptance.³ Agreement may be ended or changed on 30 days' notice.⁴ Agreement to continue indefinitely unless three months' notice of desire to end or change it is given.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Photo-Engravers.				
Photo-engravers, ...	Boston, ...	—, 1910	Indefinite	—
Plumbers, Steamfitters, and Gasfitters.				
Plumbers, ...	Beverly, ...	Apr. 27, 1910	Apr. 27, 1913	—
Plumbers, ...	Brockton, ...	May 1, 1910	May 1, 1912	W., H., A., Ar., C. S.
Steam and gasfitters, ...	Brockton, ...	May 1, 1910	May 1, 1912	W., H., A., Ar., C. S.
Plumbers and steamfitters, ...	Gloucester, ...	May 2, 1911	May 2, 1914	—
Plumbers and gasfitters, ...	Holyoke, ...	Sep. 4, 1911	Feb. 1, 1913	W., H., A.
Plumbers, ...	Lowell, ...	May 1, 1911	May 1, 1913	—
Steamfitters and helpers, ...	Lynn, ...	May 1, 1911	May 1, 1912	—
Plumbers, ...	Malden, ...	May 1, 1911	May 1, 1912	—
Plumbers, steamfitters, and steamfitters' helpers, ...	Northampton, ...	Aug. 1, 1909	Aug. 1, 1912	W., H.
Plumbers, gasfitters, steamfitters, and steamfitters' helpers, ...	Quincy, ...	May 1, 1910	May 1, 1912	—
Plumbers and steamfitters, ...	Springfield, ...	July 1, 1911	July 1, 1916	—
Plumbers, ...	Worcester, ...	May 3, 1910	May 1, 1912	—
Printing Pressmen.				
Pressfeeders and helpers, ...	Boston, ...	Jun. 1, 1910	Jun. 1, 1913	W., H.
Printing pressmen, ...	Boston, ...	Jun. 1, 1910	Jun. 1, 1913	W., H.
Web pressmen, ...	Boston, ...	—, 1907	Indefinite ¹	—
Printing pressmen, ...	Brockton, ...	Dec. 31, 1910	Dec. 31, 1912	W., H., A., C. S.
Printing pressmen, ...	Lawrence, ...	Jan. 1, 1911	Jan. 1, 1916	W., H., A., Ar., C. S.
Printing pressmen, ...	Lowell, ...	Nov. 18, 1911	Nov. 13, 1913	—
Quarry Workers.				
Quarry workers, ...	Chelmsford, ...	May 1, 1910	Mar. 1, 1912	—
Quarry workers, ...	Chester, ...	Jun. 1, 1911	Jun. 1, 1912	W., H., C. S.
Quarry workers, ...	East Longmeadow, ...	Apr. 1, 1911	Apr. 1, 1914	—
Quarry workers, ...	Gloucester, ...	Mar. 1, 1911	Mar. 1, 1916 ²	W., H., Ar.
Quarry workers, ...	Milford, ...	Apr. 1, 1908	Apr. 1, 1912 ²	W., H., A.
Quarry workers, ...	Quincy, ...	Mar. 1, 1911	Mar. 1, 1916 ²	W., H., Ar.
Quarry workers, ...	Rockport, ...	Mar. 22, 1911	Mar. 1, 1916 ²	W., H., Ar.
Roofers.				
Roofers, ...	Brockton, ...	May 1, 1911	May 1, 1912	—
Sheet Metal Workers.				
Coppersmiths, ...	Boston, ...	Oct. 25, 1911	Oct. 25, 1912	—
Sheet metal workers, ...	Boston, ...	Jun. —, 1910	Jun. —, 1912	—
Sheet metal workers, ...	Brockton, ...	May 1, 1911	May 1, 1912	W., H., A., Ar., C. S.
Sheet metal workers, ...	Natick, ...	May 1, 1911	May 1, 1912	—
Sheet metal workers, ...	Worcester, ...	Apr. 1, 1911	Apr. 1, 1912	—
Station Agents and Employees.				
Railroad station employees, ...	Boston, ...	Dec. 20, 1909	Indefinite	W., H.
Railroad station employees, ...	Holyoke, ...	Dec. 20, 1909	Indefinite	W., H.
Railroad station employees, ...	Lowell, ...	Jun. 1, 1911	n.s.	—
Railroad station employees, ...	North Adams, ...	Apr. —, 1910	Apr. —, 1911	—
Railroad station employees, ...	Northampton, ...	n.s.	n.s.	W., H.
Railroad station employees, ...	Salem, ...	Dec. 15, 1910	Indefinite	W., H.
Railroad station employees, ...	Worcester, ...	Dec. 20, 1909	Indefinite	W., H.
Steam, Hot Water and Power Pipe Fitters, and Helpers.				
Steamfitters' helpers, ...	Boston, ...	Jun. —, 1911	Indefinite	—

¹ Agreement may be ended or changed on 90 days' notice.² Agreement to continue indefinitely thereafter unless three months' notice of desire to end or change it is given.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Steam Railroad Employees.				
Railroad switchmen, . . .	Boston, . . .	Mar. -, 1910	Indefinite ¹	-
Railroad transfer messengers and clerks, . . .	Boston, . . .	Apr. 30, 1911	Apr. 30, 1912	W., H.
Railway signalmen, . . .	Boston, . . .	Jan. 1, 1910	Indefinite ¹	W., H.
Railway signalmen, . . .	Boston, . . .	Jan. 1, 1910	Indefinite ¹	W.
Roundhouse employees, . . .	Boston, . . .	Jan. -, 1910	Indefinite	-
Piece workers, . . .	Fitchburg, . . .	May 1, 1911	May 1, 1912	-
Stereotypers and Electrotypers.				
Stereotypers, . . .	Boston, . . .	—, 1904	Indefinite	-
Stereotypers, . . .	Fall River, . . .	Feb. -, 1908	Indefinite ²	-
Stereotypers, . . .	Lowell, Lawrence, and Haverhill, ³	Jan. -, 1911	—, 1916	-
Street and Electric Railway Employees.				
Street and electric railway employees, . . .	Brockton, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Chelsea, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Dedham, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Fall River, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Gloucester, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Haverhill, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street railway employees, . . .	Holyoke, . . .	May 1, 1910	May 1, 1912	-
Street and electric railway employees, . . .	Lawrence, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Lowell, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Lowell, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Lynn, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Pittsfield, . . .	May -, 1911	n.s.	-
Street and electric railway employees, . . .	Quincy, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Salem, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Springfield, . . .	Jun. 1, 1910	Jun. 1, 1914	-
Street and electric railway employees, . . .	Taunton, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Wakefield, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Woburn, . . .	Oct. 2, 1910	Oct. 2, 1914	W., H., Ar.
Street and electric railway employees, . . .	Worcester, . . .	Jun. 1, 1910	Jun. 1, 1912	W., H.
Tailors and Dressmakers.				
Tailors, . . .	Boston, . . .	—, 1900	Indefinite	W.
Tailors, . . .	Brockton, . . .	Oct. 1, 1907	Indefinite	W.
Tailors, . . .	Holyoke, . . .	Apr. 1, 1911	Apr. -, 1913	W.
Tailors, . . .	North Adams, . . .	—, 1907	Indefinite	-
Tailors, . . .	Northampton, . . .	Mar. 22, 1901	Indefinite	W.
Tailors, . . .	Pittsfield, . . .	Sep. 16, 1907	Indefinite	W., H.
Tailors, . . .	Springfield, . . .	Oct. 1, 1910	Indefinite	W.

¹ Agreement may be ended or changed on 30 days' notice.² Agreement may be ended or changed on 60 days' notice.³ No agreements outside the city of Lawrence.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Continued.

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Teamsters and Drivers.				
Carriage and cab drivers, . . .	Boston, . . .	—, 1911	—, 1912	—
Coal teamsters and helpers, . . .	Boston, . . .	May 1, 1911	May 1, 1913	W., H., Ar., S. B.
Market and commission house teamsters, . . .	Boston, . . .	May —, 1911	Indefinite ¹	—
Milk wagon drivers, . . .	Boston, . . .	Sep. 1, 1911	Sep. 1, 1912	W., H., Ar., C. S.
Newspaper wagon drivers, chauffeurs, and helpers, . . .	Boston, . . .	Dec. 9, 1909 ²	Jan. 3, 1912	—
Piano and furniture movers and helpers, . . .	Boston, . . .	May —, 1910	May —, 1913	—
Stable and garagemen, . . .	Boston, . . .	May —, 1911	May —, 1912	—
Team drivers and helpers, . . .	Boston, . . .	—, 1901	Indefinite	—
Teamsters, . . .	Boston, . . .	—, 1907	Indefinite ¹	—
Transfer drivers and helpers, . . .	Boston, . . .	May 1, 1910	May 1, 1912	—
Teamsters, . . .	Brockton, . . .	Oct. 1, 1911	n.s.	—
Teamsters, . . .	Chelsea, . . .	—, 1907	Indefinite ³	—
Teamsters, . . .	Haverhill, . . .	Nov. 3, 1910	Nov. 3, 1913 ¹	W., H., C. S.
Coal teamsters and helpers, . . .	Holyoke, . . .	Jun. 8, 1911	Jun. 8, 1912	—
Teamsters, . . .	Lowell, . . .	Jun. 6, 1910	Jun. 6, 1911	W., H.
Teamsters, . . .	Lynn, . . .	Jan. 1, 1911	Jan. 1, 1912	W., H., Ar., S. B.
Coal teamsters and helpers, . . .	Malden, . . .	Jun. —, 1911	Jun. —, 1913	—
Teamsters, . . .	Natick, . . .	May —, 1905	Indefinite	—
Team drivers, . . .	Quincy, . . .	May 1, 1911	May 1, 1912	—
Teamsters { coal, . . .	Salem, . . .	Jun. 2, 1910	Jun. 2, 1912	W., H., Ar.
Teamsters { lumber, . . .		May 1, 1910	May 1, 1913	
Coal teamsters and helpers, . . .	Waltham, . . .	Dec. 15, 1910	Apr. 1, 1912	W., H., Ar.
Telegraphers, Railroad.				
Railroad telegraphers, . . .	Boston, . . .	Jun. —, 1910	Indefinite ¹	W., H.
Railroad telegraphers, . . .	Boston, . . .	Jun. —, 1910	Indefinite ¹	W., H.
Railroad telegraphers, . . .	Clinton, . . .	May —, 1910	Indefinite ¹	W., H.
Railroad telegraphers, . . .	North Adams, . . .	—, 1906	Indefinite ¹	W., H.
Railroad telegraphers, . . .	Springfield, . . .	Nov. 1, 1911	Indefinite ¹	W., H.
Textiles.				
Mule Spinners.				
Mule spinners, . . .	New Bedford, . . .	Apr. —, 1908	Indefinite	W.
Textile Workers (n.s.).				
Folders, . . .	Taunton, . . .	—, 1906	Indefinite	—
Theatrical Stage Employees.				
Moving picture operators, . . .	Boston, . . .	— ⁴	n.s.	W., H., Ar., C. S.
Theatrical stage employees, . . .	Boston, . . .	Oct. —, 1908	Nov. —, 1913	W., H.
Theatrical stage employees, . . .	Fall River, . . .	Jul. 22, 1911	Jul. 23, 1916	W.
Theatrical stage employees, . . .	Fitchburg, . . .	Sep. —, 1911	Oct. —, 1912	—
Theatrical stage employees, . . .	Holyoke, . . .	Sep. 1, 1911	Sep. 1, 1912	—
Theatrical stage employees, . . .	Lawrence, ⁵ . . .	Sep. 2, 1911	— ⁶	W., H.
Theatrical stage employees, . . .	Lowell, . . .	Sep. —, 1910	Indefinite	—
Theatrical stage employees, . . .	Lynn, . . .	Sep. —, 1911	Indefinite	—
Theatrical stage employees, . . .	New Bedford, . . .	Dec. 23, 1911	— ⁷	W., H., Ar., C. S.
Moving picture operators, . . .	Springfield, . . .	Jan. 1, 1911	Dec. 31, 1911	—
Theatrical stage employees, . . .	Springfield, . . .	May 1, 1911	May 1, 1916	W., H.
Theatrical stage employees, . . .	Worcester, . . .	Nov. 1, 1909	Oct. 31, 1914	—

¹ Agreement may be ended or changed on 30 days' notice.² Globe, December, 1910 (2 yr. contract); Post, Herald, and Journal, 1911 (2 yr. contract); American, Dec. 9, 1909 (still in effect by agreement); Traveler, Jan. 3, 1911-Jan. 3, 1912.³ Yearly at the option of both parties.⁴ Agreements in effect when signed; various dates, therefor.⁵ Includes Haverhill.⁶ At close of 1912 season.⁷ Two years for one, 1 year for others.

TABLE IV. — *Collective Agreements Reported in Operation in 1911* — Concluded

OCCUPATIONS.	Localities	Dates on which Present Agreement took Effect	Dates on which Present Agreement Expires	Principal Subjects dealt with in Agreements
Trainmen, Railroad.				
Railroad trainmen, ...	Boston, ...	Apr. 2, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Boston, ...	Apr. 17, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Boston, ...	Apr. 1, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Boston, ...	Apr. 2, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Boston, ...	Apr. 17, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Fall River, ...	—, 1903	n.s.	W., H.
Railroad trainmen, ...	Fitchburg, ...	Apr. 17, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Frammingham, ...	Apr. 2, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Greenfield, ...	Apr. 17, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Holyoke, ...	n.s.	n.s.	W., H.
Railroad trainmen, ...	Lawrence, ...	Apr. —, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Lowell, ...	Apr. 17, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Northampton, ...	Apr. 17, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Pittsfield, ...	Apr. —, 1910	n.s.	W., H.
Railroad trainmen, ...	Salem, ...	—, 1910	Indefinite	W., H.
Railroad trainmen, ...	Springfield, ...	Apr. —, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	Taunton, ...	Jun. 1, 1910	Indefinite	W., H.
Railroad trainmen, ...	Westfield, ...	Apr. 2, 1910	Indefinite ¹	W., H.
Railroad trainmen, ...	West Springfield, ...	Apr. 2, 1910	Indefinite	W., H.
Railroad trainmen, ...	Worcester, ...	May —, 1910	Indefinite	W., H.
Railroad trainmen, ...	Worcester, ...	Apr. 1, 1910	Indefinite	W., H.
Upholsterers.				
Car upholsterers, ...	Boston, ...	Mar. —, 1911	Mar. —, 1912	—
Carpet upholsterers, ...	Boston, ...	Sep. 15, 1911	Sep. 15, 1912	W., H., A., C. S.
All Other Occupations.				
Bill posters and billers, ...	Boston, ...	Nov. 1, 1911	Nov. 1, 1912	—
Box makers (cigar), ...	Boston, ...	Oct. 1, 1911	Oct. 1, 1913	—
Carriage and wagon workers, ...	Boston, ...	—, 1905	Indefinite	—
Cigar factory tobacco strippers, ...	Boston, ...	Jun. 1, 1910	Indefinite ¹	W., H., A., C. S. ²
Elevator constructors, ...	Boston, ...	May —, 1910	May —, 1913	—
Foundry employees, ...	Boston, ...	Jul. 1, 1910	Indefinite	—
Hat trimmers, ...	Boston, ...	Jun. —, 1911	Jun. —, 1912	—
Housesmiths and bridgemen, ...	Boston, ...	May 1, 1911	May 1, 1912	W., H., A., Ar.
Lamplighters, ...	Boston, ...	Jan. 1, 1911	Jan. 1, 1912	—
Mailers (newspaper), ...	Boston, ...	Nov. 24, 1905	Nov. 24, 1911	—
Marine firemen, oilers, and water tenders, ...	Boston, ...	Jun. 13, 1910	Jun. 13, 1911	—
Seamen, ...	Boston, ...	Jul. 1, 1911	Jun. 30, 1912	W., H., Ar., C. S.
Stone cutters, ...	Boston, ...	—, 1907	Indefinite	S.
Tile layers, ...	Boston, ...	Jul. 11, 1910	Indefinite	W., H., A., Ar.
Elastic goring weavers, ...	Brockton, ...	—, 1886	Indefinite ³	—
Meat cutters and butcher workmen, ...	Cambridge, ...	— ⁴	Indefinite	W., H., Ar., Ar.
Elastic goring weavers, ...	Easthampton, ...	—, 1885	Indefinite ²	S. B., C. S.
Sail makers, ...	Gloucester, ...	Sep. 10, 1911	Indefinite	—
Carriage and wagon workers, ...	Lawrence, ...	Apr. —, 1910	Indefinite	—
Boothblacks, ...	North Adams, ...	—, 1908	n.s.	—
Tobacco strippers, ...	Springfield, ...	Jun. 6, 1908	Indefinite ¹	W., H., A., Ar., C. S. ²
Bridge and structural iron workers, ...	Worcester, ...	Jun. 1, 1911	Jun. 1, 1912	W., H., A., Ar.

¹ Agreement may be ended or changed on 30 days' notice.² Except foremen, forewomen, and apprentices.³ Agreement may be ended or changed on 60 days' notice.⁴ No definite date for signing agreements; in effect when signed by employer.⁵ Except foremen and forewomen.

APPENDIX I.

NATIONAL AND DISTRICT SYSTEMS OF COLLECTIVE BARGAINING IN THE UNITED STATES.

In an article having the above title and published in the Quarterly Journal of Economics for May, 1912, Professor George E. Barnett of Johns Hopkins University has discussed from a historical point of view the various systems of collective bargaining established since 1897 and has furnished a list of such systems established and terminated from 1898 to 1911. The list follows:

	Date of Estab- lishment	Date of Termination
United Mine Workers:		
Joint conferences in Central field, ...	1898	
Joint conferences in Southwestern field, ...	1903	
Iron Molders' Union:		
With National Founders' Association, ...	1899	1904
Brotherhood of Operative Potters:		
With United States Potters' Association, ...	1900	
With Sanitary Potters' Association, ...	1901	
International Longshoremen's Association:		
With Lake Erie Dock Managers, ...	1900	1908
With Lake Carriers' Association, ...	1900	1908
With Lumber Carriers' Association, ...	1901	
With Great Lakes Towing Company, ...	1903	
With Tug and Dredge Owners' Protective Association, ...	1903	
With Pile Drivers' Owners Protective Association, ...	1904	
With Lake Erie Fish Packers and Fish Tug Owners, ...	1905	
International Association of Machinists:		
With National Metal Trades Association, ...	1900	1901
American Newspaper Publishers' Association:		
Arbitration agreement with International Typographical Union, ...	1901	
With International Printing Pressmen's Union, ...	1901	1912
With International Stereotypers' and Electrotypers' Union, ...	1901	
With International Photo-Engravers' Union, ...	1905	
United Typothetae:		
With International Printing Pressmen's Union;	1902	1907
Stove Founders' National Defense Association:		
With Stove Mounters' International Union, ...	1902	1907
With Metal Polishers' Union of North America, ...	1902	1909
Structural Steel Erectors' Association:		
With International Association of Bridge and Structural Iron Workers, ...	1903	1905
Lake Seamen's Union:		
With Lumber Carriers' Association, ...	1903	1908
With Lake Carriers' Association, ...	1903	1908

¹ This date has been added by the Bureau. By referendum, the International Printing Pressmen's Union voted not to renew the Arbitration Contract with the American Newspaper Publishers' Association which expired April 30, 1912. See American Pressmen, May, 1912, pages 247 to 248.

	Date of Estab- lishment	Date of Termi- nation
Marine Engineers' Beneficial Association:		
With Lake Carriers' Association, ...	1903	1908
Lithographers' International Protective and Beneficial Association:		
With National Association of Employing Lithographers, ...	1904	1906
Coopers' International Union:		
With Machine Coopers Employers' Association, ...	1905	
United Hatters of North America:		
With National Association of Fur-Felt Hat Manufacturers, ...	1907	1908
Wall Paper Manufacturers' Association:		
With Machine Printers and Color Mixers, ...	1909	

It will be noted that certain of the agreements enumerated in the list have been terminated while others have remained in force. With reference to the list Mr. Barnett remarks:

An inspection of the list shows that the establishment and extension of systems of collective bargaining went forward rapidly during the years 1898–1905 inclusive. But from 1906 to 1911 only two new systems were established — that of the Hatters and the Fur-Felt Hat Manufacturers in 1907, and that of the Wall Paper Manufacturers and the Machine Printers and Color Mixers in 1909.

In discussing the several systems of agreements Mr. Barnett states that their success or failure is to some extent independent of the character of the system. These independent factors are divided into three classes as follows:

A system of collective bargaining may be maintained and strengthened, for a time at least, by the skill of the persons in charge, although other systems of identical character may quickly break down. In the second place, in an industry in which the unions are very strong, a system of collective bargaining may be maintained although the system itself is not satisfactory to the employers. Thirdly, the strength of the unions and the desirability to the employer of some peaceful method of settling trade questions varies not only from trade to trade, but also from time to time.

While recognizing the importance of these factors, Mr. Barnett holds that “. . . the history of collective bargaining in the United States during the past fifteen years affords sufficient ground for concluding that the success or failure of particular systems of collective bargaining has been determined largely by the character of the system adopted.” In presenting the evidence in support of this proposition, Mr. Barnett considers the various systems of collective bargaining which were operative in the period 1898 to 1911 under two classes:

1. Systems under which National or district wage rates are established.
2. Systems under which local wage rates are settled.

As expressed in his own words:

The essential difference between the two classes of systems is the difference in the area covered by the wage rates. In systems of the first kind, the rates are fixed by a national or district conference for the whole country or for a district. In systems of the second kind, the rates, although fixed under a national system, are local rates; and each rate is or may be the subject of a separate decision.

Having described the two classes of collective agreements operative during the period 1898-1911, Mr. Barnett proceeds to examine the various national and district systems in detail in order to show that "Systems of the first kind have proved during the period under consideration more successful and consequently more permanent" and with reference to the future, he concludes that "the establishment of successful systems of bargaining will depend chiefly upon the extent to which it seems feasible and desirable to establish national or district wage rates".

In this article, which we have here attempted to review briefly, the several systems of agreement enumerated in the list above given are described in greater or less detail. In his consideration of the subject, Mr. Barnett has presented a fund of information of recent date which could have been obtained only after a careful investigation of wide range such as that which he has evidently made with painstaking care.

APPENDIX II.

COLLECTIVE AGREEMENTS IN FOREIGN COUNTRIES.

The following notes relative to collective agreements in foreign countries were compiled from reports of foreign labor bureaus which have been filed in the Bureau's library during recent years. There may be other countries than those herein mentioned which have collected and published information of this character and the foreign reports which the Bureau has on file may not be, for certain of the countries mentioned, the latest contribution to the subject, nevertheless, such information as has been immediately obtainable is here presented because it suggests some of the sources which may be consulted and serves as a basis for a further study of foreign agreements which might be undertaken with profit.

Apparently more attention has been given, in foreign countries than in the United States, to the collection and publication of statistics relative to collective agreements. So far as this Bureau has been able to ascertain, the first constructive work of this character on any comprehensive basis was first undertaken in 1903 by the Imperial Labor Department in Germany. Other countries followed shortly the plan adopted by the Imperial Bureau of covering the ground rather exhaustively in one year and of making supplementary reports on the subject in succeeding years. In 1910 a very comprehensive report on collective agreements in Great Britain was published by the British Board of Trade. This and the German report appear to be the most important reports of this character that have been published. Austria and Sweden have also published comprehensive reports on collective agreements. In several countries the text of the more important agreements entered into between employers and employees is published without statistical information showing the number of collective agreements in effect on a certain date or indicating either the number of establishments or the number of establishments represented by such agreements. Without such statistical information the publication of the text of agreements obviously loses much of its value.

AUSTRIA.

The Austrian Imperial Labor Department (*K. K. Arbeitsstatistisches Amt in Handelsministerium*) has published annually, since 1908, a report on collective agreements under the title: *Die kollektiven Arbeits- und Lohnverträge in Oesterreich*, the reports for the years 1906, 1907, 1908, 1909, and 1910 having appeared from 1908 to 1912. Previously, collective agreements had been pub-

lished by the Austrian Bureau in its monthly review, the *Soziale Rundschau*, and their publication has been continued.

The annual report for 1910 (vi + 272 pages), contains a general discussion and detailed analysis of collective agreements for the year by industries, number of establishments and employees affected, comparisons for the years 1906 to 1910, with statistics of hours of labor and wages as obtained from the agreements, and a tabular presentation, by localities and industries, of the provisions of the individual agreements, the headings for this table being: Place of agreement and district under jurisdiction; branch of occupation; contracting parties: (a) On behalf of employers, (b) on behalf of employees; establishments affected; employees affected; duration of agreement; regular hours of labor a day; clauses relating to wages, bonuses, etc.; clauses relating to inspection and miscellaneous matters.

The following table shows the number of collective agreements considered in the annual reports:

YEARS.	Number of Collective Agreements	Number of Establishments Affected	Number of Employees Affected
1906, ...	478	13,592	188,719
1907, ...	784	8,748	166,208
1908, ...	483	5,776	64,482
1909, ...	570	9,741	127,016
1910, ...	696	8,508	118,103

In 1910, 429 agreements, or 62 per cent, affecting 63 per cent of establishments and 53 per cent of employees, were new agreements, and 267 agreements, or 38 per cent, affecting 37 per cent of establishments and 47 per cent of employees, were renewed from the previous year.

The method of gathering and publishing statistics of collective agreements has remained essentially unchanged since the annual report was started. Notices of collective agreements are first taken from the trade papers, and copies of the agreements are then obtained from the contracting parties or the organizations representing them. The Bureau finds the greatest readiness on the part of organizations of employers and workingmen, party secretaries, associations, and firms to supply the information desired, 91 per cent of the agreements having been so obtained in 1910. The information still lacking after such a canvass has been made is supplied through correspondence with the central bodies and by the use of the abstracts of agreements as published in the trade papers. As a further assistance in completing the data the Bureau uses its material relating to statistics of strikes, the reports of factory inspectors, and the yearly reports of the central organizations.

In the first annual report is given a résumé of collective agreements in Austria before the year 1906.

FRANCE.

The French Bureau of Labor (*Office du Travail*) in its monthly bulletin publishes a résumé of the provisions of each collective agreement reported to it each month. The classification shows agreements entered into both without strike and as the result of strike and with and without the application of the conciliation and arbitration law of December 27, 1892.

GERMANY.

The results of the collection of wage agreements in the German Empire, begun in 1903, were completed and published as "*Beiträge zur Arbeiterstatistik*," Nos. 3, 4, and 5, under the title: "*Der Tarifvertrag im Deutschen Reiche*," Vols. I-III, 1906, and supplementary reports have since been published annually by the Imperial Labor Department as supplements to the Imperial Labor Journal ("*Reichs-Arbeitsblatt*"). The latest statistics of wage agreements in Germany at hand are for the year 1910, and are taken from a review¹ of a report entitled "*Die Tarifverträge im Jahre 1910 nebst einem Anhang: Die Tarifgemeinschaften des Jahres 1910 im Handwerke*." The data on which are based the statistics of wage agreements which went into effect during 1910 were obtained mainly from trade unions, employers' associations, individual employers, and from industrial courts.²

The number of agreements reported as being in force on December 31, 1910, was 8,293, representing 173,727 establishments and 1,361,086 employees, showing a net gain during the year of 1,626 agreements and of 34,942 establishments and 221,112 employees represented. During the year 3,240 agreements had lapsed and 4,866 new agreements became operative. These figures include some duplication due to the fact that, in some instances, two or more unions in the same trade have agreements with the same employer and consequently a large number of establishments and of employees are included twice in the aggregates. After eliminating such duplications it was found that the number of distinct agreements which became operative in 1910 was 3,756, representing 73,204 establishments and 735,360 employees. The following table shows the distribution by industries of the new agreements entered into during the year, 1910:

¹ *The Board of Trade Labour Gazette*, London, August, 1912, page 337.

² The imperial laws require that an industrial court shall be formed in each town having a population of over 20,000 inhabitants. The members are elected in equal numbers by employers and workpeople voting separately. Their main function is to adjust individual disputes and claims, but at the request of both parties to a collective labor dispute they act as Boards of Arbitration and Conciliation. (See above reference; also article on "Industrial Courts in France, Germany, and Switzerland," by Helen L. Sumner, Ph.D., in *Bulletin of the United States Bureau of Labor*, No. 98, January, 1912, pp. 273-404.)

INDUSTRIES.	Number of Agreements	Number of Establishments Represented	Number of Employees Affected
Building trades, ...	1,314	45,263	466,370
Metals and machinery, ...	280	2,465	27,371
Textiles, ...	171	228	5,262
Clothing, ...	239	6,215	43,504
Transportation, ...	77	992	11,889
Paper, ...	69	1,076	11,263
Woodworking, ...	429	11,150	84,938
Chemicals, Glass, and Pottery, ...	193	1,389	21,982
Food, Liquors, and Tobacco, ...	630	2,469	42,292
Commercial Occupations, ...	198	933	11,163
Others, ...	156	1,024	9,326
Totals, ...	3,756	73,204	735,360

Of the 3,756 agreements, 2,553 represented each 100 people or less, 1,047 represented each over 100 people, and in the remaining 156 cases the number of employees represented was not stated. With reference to duration of the agreements 91 per cent were for a definite period. Eight per cent of these were for a period of over three years, 28 per cent for three years, 47 per cent for more than one but less than three years, 16 per cent for one year, and one per cent for less than one year. Tables are given in the review¹ showing by trades the number of workmen covered by agreements in which the hourly rate of wages fell within specified limits and the number of workmen covered by agreements in which the regular hours of labor fell within specified limits.

ITALY.

The Italian Bureau of Labor (*Ufficio del lavoro di Ministero di Agricoltura, Industria, e Commercio*) has published for several years, in its monthly bulletin, the texts of collective agreements.

SWEDEN.

The *K. Kommerskollegii Afdelning för Arbetsstatistik* has issued a special report on collective agreements under the title, *Kollektivafstäl angående Arbets- och Löneförhållanden i Sverige*, Vol. I-III. Volume 1 (4 + 399 pages), published in 1910, contains a history of the investigation and a general discussion of collective agreements and the fundamental principles of agreements. Volume 2 (x + 479 pages), published in 1908, gives a résumé of existing agreements and the text of agreements in various trades. Volume 3 (4 + 398 pages), published in 1911, discusses collective agreements and inquiries on the

¹ See note 1 on previous page.

subject in Germany, Austria, and Great Britain, and gives statistics of wages and hours of labor in Sweden as obtained from collective agreements.

Since the publication of the special report above described, three annual reports have been published under the title of *Kollektivaftal i Sverige Träffade under År*——. The following information has been taken from the report (vi + 124 pages) for 1910, published in 1912.

During 1910 there were 224 collective agreements entered into affecting 1,243 employers and 37,440 employees. Classified by industries there were 151 agreements affecting 24,354 employees in mining, manufactures, and manual trades; 51 agreements affecting 8,987 employees in commerce and transportation; 19 affecting 3,185 employees in building trades; two affecting 683 employees in forests; and one affecting 231 employees in public service.

On January 1, 1910, there were in effect 1,765 collective agreements affecting 9,410 employers and 254,000 employees, while on January 1, 1911, there were in effect only 1,617 agreements affecting 9,289 employers and 251,625 employees; 190 agreements affecting 7,135 employees had expired during the year and had not been renewed; and 42 agreements affecting 4,760 employees had been entered into in establishments where no agreement had been in effect before.

In 84 per cent of the agreements entered into in 1910, organizations were contracting parties, — on both sides, in 28 cases, or 12 per cent, affecting 12,823 employees, or 34 per cent of employees, and on the part of the employees only in 161 cases, or 72 per cent, affecting 20,952 employees, or 56 per cent of employees. No organizations were concerned in 35 cases, or 16 per cent, affecting 3,665 employees, or 10 per cent of employees.

The text of the four national agreements entered into during 1910 appears at the end of the report above referred to.

SWITZERLAND.

The federal law of March 30, 1911, completing the Swiss civil code, contains provisions for the regulation of labor contracts by both individual and collective agreements.

The *Revue du Travail*, August 31, 1911, published by the *Office du Travail de Belgique*, gives a summary of all the provisions relating to agreements.

Canton of Zürich. The *Kantonales statistisches Bureau* issued in 1909 a report of 271 pages on collective agreements under the title, *Der Arbeitstarifvertrag in Kanton Zürich (Statistische Mitteilungen betreffend den Kanton Zürich, Heft 100)*. This report consists of a general discussion and analysis of the collective agreements obtained, a tabular presentation of the data of agreements, lists of organizations of employees and of employers, the text of some agreements, and a copy of the schedule used in collecting the data.

Canton of Basel — Town. A law¹ was recently enacted establishing a permanent State Board of Conciliation and Arbitration for the settlement of

¹ For a description of the provisions of this law and of the organization and duties of the Board, see *The Board of Trade Labour Gazette*, London, May, 1912, pages 171-172.

collective industrial disputes in the Canton. Copies of all collective agreements and of arbitration agreements between employers and employees, however such agreements may have been arrived at, must be deposited with this Board by both parties and a penalty in the nature of a fine is provided for failure to deposit copies of such agreements. The law further provides for the immediate publication by the Board of its proceedings and of the results attained. The act became operative March 1, 1912.

UNITED KINGDOM.

A report on Collective Agreements between employers and workpeople in the United Kingdom was prepared by the Labour Department of the British Board of Trade in 1910. The following citations from that report are illustrative of the importance and character of the agreements then in effect in that country:

The Collective Agreements of a general trade or district character known to the Department, of which particulars are given in this volume, number no less than 1,696, viz., 30 Sliding Scales, 563 Piece Price Lists and 1,103 Working Agreements of various kinds. The number of workpeople covered by each Agreement varies enormously. The three most important affect in the aggregate nearly a million workpeople; 34 Agreements affect numbers varying from 10,000 up to 200,000; while the remaining 1,659 each affect less than 10,000 and most of these, as will be seen from Appendix III, affect quite small numbers of workpeople.

The total number of workpeople whose conditions of labour are specifically regulated under the provisions of these Agreements (after allowing for workpeople affected by more than one Agreement) is estimated to be 2,400,000. The distribution according to trades is shown in the following Table:

	Number of Agreements.	Number of Workpeople
Mining and Quarrying, ...	56	900,000
Transport Trades, ...	92	500,000
Textile Trades, ...	113	460,000
Metal, Engineering, and Shipbuilding,	163	230,000
Building Trades, ...	803	200,000
Clothing Trades, ...	303	50,000
Printing Trades, ...	79	40,000
Other Trades, ...	87	20,000
Total, ...	1,696	2,400,000

It should be understood, however, that in addition to those directly affected, there are a large number of other workpeople whose wages, hours of labor, and other industrial conditions follow, and are in effect governed by, the Collective Agreements in force for the time being in the trades concerned. For this reason the total number of workpeople either directly or indirectly affected by the 1,696 Agreements referred to is very materially in excess of 2,400,000.

While in many important industries the conditions of employment are regulated under Collective Agreements covering very wide areas, in some instances these agreements are of a more narrow character, embodying the terms agreed upon between a single firm and its employees, or one or more classes of employees. Agreements of this type, such as "pit lists" in the mining industry and "shop" agreements, are, as a rule, excluded from this Report.

The Collective Agreements dealt with in the Report are not only very numerous, but in many instances are of considerable length, and contain provisions often of a very detailed character. These provisions relate, not only to the rates of remuneration to be received by the workpeople and their hours of labour, but also to a great variety of other subjects, including the number of workpeople to be employed in the execution of specified jobs, the distribution of work among workpeople or different classes of workpeople, and the conditions under which youthful labour shall be employed. In a large number of instances, particularly in the more important industries, the Collective Agreements also provide machinery for the purpose of effecting the pacific settlement of differences which may arise either as to the interpretation and application of existing Agreements or as to the terms upon which fresh contracts of the kind shall be concluded. . . .

It will be noticed that although the number of industrial workpeople covered by collective agreements is very considerable, it is less than a fourth of the whole number employed in the United Kingdom. Such agreements imply a highly developed state of industry and the existence of some form of organization among both employers and workpeople. Where such conditions do not exist, agreements of a general character between all or nearly all the employers and workpeople in each trade or district are, generally speaking, impossible, because there is no machinery for bringing them about or for enforcing their provisions. . . .

APPENDIX III.

VOLUNTARY ARBITRATION OF LABOR DISPUTES BY
THE STATE BOARD OF CONCILIATION AND AR-
BITRATION IN MASSACHUSETTS IN 1911.

In Massachusetts public opinion is decidedly opposed to the principle of *compulsory* arbitration, although endeavors have been made to secure legislation based on the Canadian Industrial Disputes Act. The Massachusetts law provides for the appointment of a State Board of Conciliation and Arbitration, the first Act providing for such a Board having been passed in 1886 (Chapter 263). Under this Act, as since amended, the Board is empowered to investigate the causes of any controversy referred to it and to submit an award. The Board may also take the initiative in investigating any dispute which may come to its attention. Additional provision is made for the appointment of local boards, consisting of three arbitrators, one to be designated by the employer, one by the employees or their duly authorized agent, and the third, who shall be chairman, by the other two. These local boards have all the powers of the State Board and their decisions have such binding effect as may be agreed upon by the parties to the controversy in a written submission. The local boards have exclusive jurisdiction over the controversies submitted to them, but may ask the advice and assistance of the State Board. Numerous petitions for arbitration of industrial disputes are received during the course of a single year, and in most instances the awards of the Boards to which they are referred are accepted virtually as an agreement by the two parties to the controversy.

With reference to the work of the State Board during the year 1911, the following paragraphs taken from the introduction to its report for that year may be quoted:

The twenty-sixth report of this Board states its principal doings during the year 1911. It is mainly a record of adjustments following a course laid down in standing agreements between parties who prefer an award rather than a resort to hostility. These are the cases that exhibit no strikes, no lockouts, no blacklists, no boycotts. Such agreements exist here in almost all the shoe factories of great output. The Boot and Shoe Workers' Union with its large membership has eliminated within its jurisdiction the harsh expedients that once were deemed necessary to bring grievances into notice. Other organizations, also, have peace agreements, which contemplate the maintenance of friendly relations. The plan of State arbitration is steadily increasing in favor.

. . . The plan of inserting in every settlement a provision for the peaceful adjustment of future differences is one that has been followed from the beginning of the Board's existence, at a time when there were no precedents to guide it. The practice has diminished

the number of difficulties that arrest the attention of the public; for the lesson has been so well taught that some industries have no strikes of any moment and no need of a mediator in composing their disputes. . . .

The number of petitions for arbitration received in the past year is 175. Of these 13 were settled by expressed or tacit agreement. The remaining 162 controversies increased by 4 others which were pending at the beginning of 1911 were decided in 150 awards, similar controversies having been grouped when expedient. These awards are all set forth in the present report, with statements, also, of some of the cases in which the Board acted as conciliator. . . .

From an examination of the State Board's report for the year 1911 it appears that a large proportion of the awards handed down during the year were in the settlement of controversies in the boot and shoe industry. There were, however, 20 or more other cases arbitrated, and most of these controversies were settled by the mutual acceptance of the awards of the Board by both parties to the controversies. Certain of these awards which were adopted virtually as agreements by the organizations and employers concerned have been cited as examples of collective agreements in this report.

In the whole range of the Board's experience since 1886, there has been no instance of a violation of agreement on the part of either employer or employee. There have been instances when hesitation caused some apprehension that such might occur, but the outcome has always been honorable to the party in doubt.

APPENDIX IV.

INDEX TO COLLECTIVE AGREEMENTS PUBLISHED
IN MASSACHUSETTS LABOR BULLETINS.

BAKERS:

BOSTON:

- United bakers of Boston and vicinity, local unions nos. 4, 45 and 53,
and local union no. 202 of Waltham and the master bakers of
Boston and vicinity; May, 1903 — May 1, 1904, ... No. 28, Nov., 1903, p. 163
- Employers and journeymen bakers and confectioners union no. 45, ... No. 28, Nov., 1903, p. 163

BROCKTON:

- Master bakers and bakers union no. 180; terminated May 1, 1905, ... No. 24, Dec., 1904, p. 370

FALL RIVER:

- Master bakers and bakers union no. 99; May 1, 1904 — Apr. 30,
1905, ... No. 34, Dec., 1904, p. 371

LOWELL:

- Employers and journeymen bakers and confectioners international
union of America, local no. 169; May 1, 1903 — May 1, 1904, ... No. 28, Nov., 1903, p. 168

LYNN:

- Master bakers and journeymen bakers and confectioners inter-
national union of America, local no. 182; May 4, 1903 — Apr.
30, 1904, ... No. 28, Nov., 1903, p. 169
- Master bakers association of Lynn and the bakery and confectionery
workers international union of America, bakers union no. 182 of
Lynn; May 24, 1904 — Apr. 30, 1906, ... No. 34, Dec., 1904, p. 372
- Bakery and confectionery workers no. 182 and master bakers asso-
ciation; May 1, 1906 — Apr. 30, 1907, ... No. 45, Jan., 1907, p. 39

NEW BEDFORD:

- Master bakers and bakery confectioner workers international union
of America, union no. 95 of New Bedford; May 1, 1904 —
May 1, 1905, ... No. 34, Dec., 1904, p. 372

NORTH ADAMS:

- Master bakers of Berkshire county and bakers and confectioners
international union, local no. 203; May 18, 1903 — May 18, 1904, ... No. 28, Nov., 1903, p. 170

SALEM:

- Master bakers of Salem and vicinity and bakers union no. 277; May
2, 1904 — Apr. 30, 1905, ... No. 34, Dec., 1904, p. 373

SPRINGFIELD:

- Journeymen bakers and confectioners international union, local no.
142. and employers; May 1, 1903 — May 1, 1905, ... No. 28, Nov., 1903, p. 171

WALTHAM:

- Master bakers of Waltham and union no. 202 of Waltham, Mass.,
May 1, 1904 — May 1, 1905, ... No. 34, Dec., 1904, p. 373
- United bakers of Boston and vicinity, local unions nos. 4, 45 and 53,
and local union no. 202 of Waltham and the master bakers of
Boston and vicinity; May, 1903 — May 1, 1904, ... No. 28, Nov., 1903, p. 163

BARBERS:

BOSTON:

- Journeymen barbers international union of America, local no. 182
and employers, ... No. 38, Dec., 1905, p. 334
- Barbers union no. 182 and employers, ... No. 51, Aug., 1907, p. 54

BARTENDERS, WAITERS, AND COOKS:**Boston:**

Locals nos. 77, 80, 183 and 328 of the hotel and restaurant employees international alliance and bartenders international league of America and employers, ... No. 31, May, 1904, p. 145

LYNN:

Employers and local no. 86 of bartenders international league of America; Feb. 1, 1903 — May 1, 1904, ... No. 30, Mar., 1904, p. 91
 Employers and bartenders international league of America, local no. 86; took effect May 1, 1904, ... No. 36, Jun., 1905, p. 143

BOILERMAKERS AND IRON SHIPBUILDERS:**Boston:**

New England association of boiler manufacturers of Boston and vicinity and subordinate lodge no. 9 of the brotherhood of boiler makers and iron ship builders of America; took effect May 14, 1903, ... No. 28, Nov., 1903, p. 160

BOOT AND SHOE WORKERS:**Boston:**

Thomas G. Plant Co., and employees, ... No. 32, Jul., 1904, p. 220

BROCKTON:

The W. L. Douglas Shoe Co. and the boot and shoe workers union; took effect Nov. 1, 1898, ... No. 36, Jun., 1905, p. 142

BOTTLERS AND DRIVERS:**Boston:**

United brewery workmen of the United States, local no. 122, bottlers and drivers and bottling establishments; July 23, 1900 — Apr. 1, 1901, ... No. 28, Nov., 1903, p. 165
 Bottlers and drivers no. 122 united brewery workmen and proprietors; terminated Mar. 1, 1906, ... No. 33, Sep., 1904, p. 252
 Bottlers and drivers union no. 122 and employers; terminated Mar. 1, 1909, ... No. 48, Apr., 1907, p. 243

LAWRENCE:

Local bottling proprietors and local union no. 119 of the united brewery workmen of the United States; May 1, 1903 — May 1, 1904, ... No. 30, Mar., 1904, p. 90

SPRINGFIELD:

Employers and bottlers and drivers union no. 143; terminated Apr. 1, 1907, ... No. 32, May, 1904, p. 221

BOXMAKERS:**Boston:**

Cigar box manufacturers and amalgamated woodworkers international union local no. 201; Sept. 28, 1903 — Sept. 28, 1904, ... No. 30, Mar., 1904, p. 90
 Box manufacturers of Boston and vicinity and amalgamated woodworkers union no. 201 of Boston; Oct. 14, 1903 — Oct. 14, 1904, ... No. 28, Nov., 1903, p. 162
 Boxmakers union no. 201 and employers; Oct. 1, 1906 — Oct. 1, 1907, ... No. 51, Jul.-Aug., 1907, p. 54

BREWERY WORKMEN:**Boston:**

Proprietors of Boston breweries and local unions nos. 14 and 29 of Boston, national union of the united brewery workmen of the United States; Mar. 1, 1903 — Mar. 1, 1904, ... No. 28, Nov., 1903, p. 165

BRICKLAYERS:**Boston:**

Bricklayers nos. 3 and 27, stonemasons no. 9 of Boston, and stonemasons no. 34 of Cambridge and no. 37 of Malden and employers; took effect Jun. 1, 1906, ... No. 45, Jan., 1907, p. 37

BRIDGE AND STRUCTURAL IRONWORKERS:**Boston:**

Employers and bridge and structural iron workers union no. 7 of Boston and vicinity; May 1, 1903 — Apr. 30, 1904, ... No. 28, Nov., 1903, p. 160

CANDY MAKERS AND PACKERS:**BROCKTON:**

Employers and candy makers and packers union no. 266, ... No. 38, Dec., 1905, p. 335

CAPMAKERS:**Boston:**

Cloth hat and cap manufacturers and local no. 7 of the united cloth hat and cap makers of North America; terminated Aug. 1, 1905, No. 34, Dec., 1904, p. 366

CARPENTERS:**Boston:**

Master carpenters association and united carpenters council; May 1, 1903 — May 1, 1904, No. 28, Nov., 1903, p. 157

FALL RIVER:

Master builders association and masons and plasterers union no. 11; May 1, 1906 — May 1, 1907, No. 46, Feb., 1907, p. 116

MARLBOROUGH:

Carpenters union no. 988 and employers; took effect Apr. 16, 1906, No. 46, Feb., 1907, p. 116

NEWBURYPORT:

Carpenters union no. 989 and master builders; May 1, 1906 — May 1, 1908, No. 46, Feb., 1907, p. 116

CARPENTERS (Ston):**Boston:**

Sign builders and hangers union no. 1271 and employers; May 1, 1906 — May 1, 1907, No. 45, Jan., 1907, p. 38

CARRIAGE AND CAB DRIVERS:**Boston:**

Employers and carriage and cab drivers union no. 126; Dec., 1903 — Dec., 1904, No. 30, Mar., 1904, p. 88

CARRIAGE AND WAGON WORKERS:**Boston:**

Employers and carriage and wagon workers international union, local no. 9; took effect Mar. 1, 1904, No. 38, Dec., 1905, p. 334

Carriage and wagon workers international union no. 9 and employers; took effect Mar. 1, 1906, No. 42, Jul., 1906, p. 292

CIGAR BOXMAKERS. See BOXMAKERS.**CIGARMAKERS:****Holyoke:**

Cigar makers union no. 51 and employers; took effect Oct. 15, 1906, No. 51, Aug., 1907, p. 55

CLERKS (Dry Goods):**Brockton:**

Retail clerks international protective association, local no. 605 and employers; Jan. 1, 1905 — Jan. 1, 1906, No. 36, Jun., 1905, p. 142

CLERKS (Clothing and Shoe):**Brockton:**

Retail clerks international protective association, clothing and shoe clerks no. 504 and employers; Jan. 1, 1905 — Jan. 1, 1906, No. 35, Mar., 1905, p. 52

CLERKS (Grocery and Provision):**Brockton:**

Retail clerks international protective association, local no. 358 and employers; took effect Feb. 1, 1904, No. 36, Jun., 1905, p. 142

Lynn:

Retail clerks international protective association, local no. 131 and grocery and provision dealers; Oct. 1, 1905 — Oct. 1, 1906, No. 38, Dec., 1905, p. 336

Grocery and provision clerks union no. 131 and grocery and provision dealers; Oct. 1, 1906 — Oct. 1, 1907, No. 51, Aug., 1907, p. 56

COAL HANDLERS:**Boston:**

Coal merchants and coal stevedores of Boston and vicinity and coal handlers of Boston, affiliated with I. L. M. and T. A., local no. 623; Jan. 1, 1906 — Jan. 1, 1907, No. 40, Mar., 1906, p. 114

COAL HANDLERS AND HELPERS:**Holyoke:**

Coal dealers of Holyoke and vicinity and the coal handlers and helpers union of Holyoke and vicinity; June 8, 1903 — June 8, 1904, No. 28, Nov., 1903, p. 168

COAL HOISTING ENGINEERS:**Boston:**

Employers and coal hoisting engineers union no. 74; Jan., 1904 — Jan., 1905, No. 31, May, 1904, p. 145

COAL TEAMSTERS:

BOSTON:

International brotherhood of teamsters, local union 68 and employers; April 1, 1905 — April 1, 1906, ... No. 36, Jun., 1905, p. 140

GLOUCESTER:

Team drivers international union, local no. 266 and employers; May 1, 1903 — May 1, 1904, ... No. 28, Nov., 1903, p. 167

HAVERHILL:

Coal dealers of Haverhill and vicinity and team drivers union no. 327; June 1, 1906 — Nov. 1, 1907, ... No. 43, Sep., 1906, p. 372

See also Teamsters.

LYNN:

Team drivers international union, local no. 42 and employers; Dec. 30, 1902 — Dec. 30, 1903, ... No. 28, Nov., 1903, p. 170

Team drivers union no. 42 and employers; Jan. 1, 1907 — Jan. 1, 1908, ... No. 50, Jun., 1907, p. 350

See also Ice Team Drivers.

MALDEN:

Coal dealers of Malden and vicinity and coal teamsters union no. 314; Apr. 1, 1904 — Apr. 1, 1905, ... No. 33, Sep., 1904, p. 255

International brotherhood of teamsters, local no. 314 and employers; Apr. 1, 1905 — Apr. 1, 1906, ... No. 38, Dec., 1905, p. 337

COMPOSITORS:

BOSTON:

Boston typothetæ and typographical no. 13, scale of wages for book and job compositors; Mar. 14, 1904 — Feb. 1, 1906, ... No. 35, Mar., 1905, p. 52

BROCKTON:

Scale of prices in offices other than daily newspapers. Book and job scale expires Dec. 31, 1904; terminated Jan. 1, 1905, ... No. 33, Sep., 1904, p. 253

Newspaper scale of prices, typographical union no. 224; Apr. 16, 1904 — Apr. 16, 1906, ... No. 33, Sep., 1904, p. 254

Master printers and typographical no. 224; Jan. 1, 1905 — Jan. 1, 1906, ... No. 35, Mar., 1905, p. 52

BROCKTON:

Employers and typographical union no. 224; Jan. 1, 1906 — Jan. 1, 1907, ... No. 42, Jul., 1906, p. 294

LYNN:

Employers and typographical union no. 120 — scale governing newspapers; Jan., 1905 — Jan., 1910, ... No. 36, Jun., 1905, p. 144

CONDUCTORS, TRAINMEN, AND YARDMEN:

Rate of pay and regulations affecting conductors, trainmen, and yardmen on the New York, New Haven & Hartford Railroad Co., ... No. 44, Dec., 1906, p. 502

CONDUCTORS (STREET RAILWAY). *See* Street railway employees.

COPPERSMITHS:

BOSTON:

Master coppersmiths and coppersmiths union no. 58 of Boston and vicinity, ... No. 34, Dec., 1904, p. 366

DERRICKMEN:

MILFORD:

Employers and derrickmen's union no. 9499; Mar. 1, 1906 — Apr. 1, 1908, ... No. 42, Jul., 1906, p. 296

ELECTRICAL WORKERS:

BOSTON:

Electric contractors of Boston and vicinity and local union no. 103, international brotherhood of electrical workers of America; Jan. 1, 1904 — Oct. 1, 1905, ... No. 34, Dec., 1904, p. 368

BROCKTON:

Electrical workers union no. 223 and employers; May 1, 1906 — May 1, 1907, ... No. 46, Jan., 1907, p. 36

LYNN:

Employers and international brotherhood of electrical workers of America, Lynn local no. 377; Nov. 1, 1905 — Nov. 1, 1906, ... No. 40, Mar., 1906, p. 114

Electrical firms of Lynn and local no. 377, I. B. E. W.; Nov. 1, 1905 — Nov. 1, 1906, ... No. 42, Jul., 1906, p. 295

ELEVATOR CONSTRUCTORS:**Boston:**

Employers and international union of elevator constructors, Boston
local no. 4; July 1, 1905 — May 1, 1906, ... No. 38, Dec., 1905, p. 334

ENGINEERS:*See*

Hoisting and portable engineers.

Coal hoisting engineers.

Stationary engineers.

Steam engineers

EXPRESS DRIVERS:**Boston:**

Express drivers and handlers no. 307 of the international brother-
hood of teamsters and employers; May 15, 1905 — May 15,
1906, ... No. 36, Jun., 1905, p. 141

See also Transfer drivers.

FIREMEN. *See* Stationary engineers.

GARMENT WORKERS:**Boston:**

Local union no. 1 of the united garment workers of America and
employers; terminated July 31, 1904, ... No. 30, Mar., 1904, p. 89

GRANITE CUTTERS:**Chelmsford:**

Chelmsford branch of the granite cutters national union and em-
ployers; May 1, 1905 — May 1, 1908, ... No. 37, Sep., 1905, p. 210

Lawrence:

Employers and Lawrence branch of the Granite cutters national
union; May 1, 1905 — May 1, 1908, ... No. 36, Jun., 1905, p. 143

Milford:

Employers and Milford branch of granite cutters national union;
Apr. 1, 1904 — Apr. 1, 1907, ... No. 32, Jul., 1904, p. 221

Quincy:

Granite manufacturers association and the Quincy branch of the
granite cutters national union, ... No. 36, Jun., 1905, p. 145

Worcester:

Employers and branch of the granite cutters national union; Mar. 1,
1903 — Mar. 1, 1904, ... No. 28, Nov., 1903, p. 172

Worcester branch of granite cutters national union and employers;
Mar. 1, 1905 — May 1, 1909, ... No. 36, Jun., 1905, p. 145

HACK DRIVERS:**Pittsfield:**

Employers of hack drivers and hostlers union local no. 458 of team
drivers international union; May 1, 1903 — May 1, 1904, ... No. 28, Nov., 1903, p. 170

HOISTING AND PORTABLE ENGINEERS:**Boston:**

Wages and working rules for hoisting and portable engineers union,
local no. 4, international union of ateam engineers; took effect
May 1, 1903, ... No. 28, Nov., 1903, p. 161

HOTEL AND RESTAURANT EMPLOYEES:**Lynn:**

Employers and hotel and restaurant employees international
alliance of America, local no. 329; May 1, 1905 — May 1, 1906, ... No. 38, Dec., 1905, p. 336

ICE TEAM DRIVERS:**Lynn:**

Team drivers international union local no. 42 and employers; May
1, 1903 — May 1, 1904, ... No. 28, Nov., 1903, p. 170

LATHERS (WOOD, WIRE, AND METAL):**Boston:**

Master lathers association of Boston and vicinity and wood, wire,
and metal lathers union no. 72; June 1, 1903 — June 1, 1904, ... No. 28, Nov., 1903, p. 159

The master lathers association of Boston and vicinity and wood,
wire, and metal lathers union no. 72; Jan. 26, 1904 — Jan. 26,
1905, ... No. 33, Sep., 1904, p. 252

LAUNDRY WORKERS:

HAVERHILL:

Employers and shirt, waist, and laundry workers international union, local no. 144; May 1, 1903 — May 1, 1904, . . . No. 28, Nov., 1903, p. 168

SPRINGFIELD:

Employers and local of shirt, waist, and laundry workers international union; Mar. 11, 1903 — Mar. 11, 1904, . . . No. 28, Nov., 1903, p. 171

LONGSHOREMEN:

BOSTON:

New scale of wages and working rules of the Boston longshoremen for the port of Boston governing all longshoremen on ocean liners; took effect July, 1903, . . . No. 34, Dec., 1904, p. 368

Boston longshoremen for the port of Boston and employers, . . . No. 42, Jul., 1906, p. 292

Boston longshoremen trades council and all transatlantic steamship lines; took effect Feb. 17, 1906, . . . No. 46, Feb., 1907, p. 114

LONGSHOREMEN (MARINE AND TRANSPORT WORKERS):

FALL RIVER:

Employers and international marine longshoremen, and transport workers local no. 624; terminated Feb. 1, 1906, . . . No. 36, Jun., 1905, p. 142

LUMBER TEAMSTERS AND HANDLERS:

BOSTON:

Lumber dealers of Boston and vicinity and lumber and box teamsters and handlers no. 112; May 1, 1906 — May 1, 1909, . . . No. 42, Jul., 1906, p. 293

MACHINISTS:

BOSTON:

Employers and international association of machinists; took effect May 20, 1901, . . . No. 28, Nov., 1903, p. 162

Boston and Maine Railroad and international association of machinists, railroad lodge no. 567; took effect May 15, 1905, . . . No. 38, Dec., 1905, p. 335

MARKET AND COMMISSION HOUSE TEAMSTERS:

BOSTON:

Market and commission house teamsters union no. 631 and market branch of master teamsters association; 1904— May 1, 1905, . . . No. 33, Sep., 1904, p. 251

Market and commission house teamsters, local no. 631 and employers; May 1, 1905 — May 1, 1906, . . . No. 38, Dec., 1905, p. 335

Market and commission house teamsters union no. 631 and employers; May 1, 1906 — May 1, 1907, . . . No. 44, Dec., 1906, p. 501

MOTORMEN. See Street railway employees.

PAINTERS, DECORATORS, AND PAPERHANGERS:

BOSTON:

Master painters and decorators, members of the master builders association, the master painters and decorators association of Boston and vicinity and union no. 11 of the brotherhood of painters, decorators and paperhangers of America; Apr., 1903 — Apr., 1904, . . . No. 28, Nov., 1903, p. 157

CHELSEA:

Master painters of Chelsea and union no. 623 of the brotherhood of painters, decorators, and paperhangers of America; Jan. 1, 1904 — Apr., 1905, . . . No. 34, Dec., 1904, p. 371

LAWRENCE:

Employers and painters, paperhangers, and decorators of America, local no. 44; took effect Jan. 27, 1905, . . . No. 36, Jun., 1905, p. 143

LYNN:

Master painters and decorators association of Lynn and vicinity and union no. 111 of the brotherhood of painters, decorators, and paperhangers of America; Apr., 1903 — Apr., 1904, . . . No. 28, Nov., 1903, p. 169

SPRINGFIELD:

Master painters and decorators association and brotherhood of painters and decorators of America, local no. 257; Apr., 1903 — Apr., 1905, . . . No. 28, Nov., 1903, p. 172

PAPER MILL EMPLOYEES:

MONTAQUE:

International Paper Co. and international brotherhood of pulp, sulphite, and paper mill workers; took effect Sept. 3, 1906, . . . No. 47, Mar., 1907, p. 181

PAVING CUTTERS:

ROCKPORT:

Paving cutters nos. 52 and 53 and employers; June 18, 1906 —
Mar. 1, 1908,

No. 48, Apr., 1907, p. 244

PIANO AND FURNITURE MOVERS AND HELPERS:

BOSTON:

International brotherhood of teamsters no. 343 and master team-
sters of Boston and vicinity; May 2, 1904 — May 2, 1907,

No. 33, Sep., 1904, p. 251

PLUMBERS:

BOSTON:

Plumbers union no. 12 and master plumbers association of Boston
and vicinity; took effect May 1, 1907,

No. 50, Jun., 1907, p. 349

BROCKTON:

Plumbers union no. 276 and master plumbers association; termi-
nated May 1, 1910,

No. 46, Feb., 1907, p. 116

LYNN:

Journeyman plumbers union and master plumbers of Lynn and
vicinity; May 16, 1904 — May 1, 1905,

No. 33, Sep., 1904, p. 255

Journeyman plumbers union and the master plumbers of Lynn and
vicinity; May 1, 1905 — Apr. 29, 1906,

No. 37, Sep., 1905, p. 210

PRINTING PRESSMEN:

BROCKTON:

Printing pressmen and assistants union no. 102 and employers;
Mar. 15, 1906 — Jan. 1, 1907,

No. 43, Sep., 1906, p. 372

QUARRY WORKERS:

CHELMSFORD:

The quarry workers international union of North America and em-
ployers; July 1, 1906 — May 1, 1909,

No. 47, Mar., 1907, p. 180

QUARRY WORKERS:

CHESTER:

Quarry workers international union of North America, a labor
organization having its principal office and place of business at
Barre, Vt., the party of the first part, and the Hudson and
Chester Granite Co. of Chester, Mass., party of the second part;
July 25, 1904 — Jan. 1, 1907,

No. 34, Dec., 1904, p. 371

GLOUCESTER:

Granite manufacturers and quarry workers union of Cape Ann;
May 29, 1902 — May 1, 1904,

No. 28, Nov., 1903, p. 167

MILFORD:

Milford branch no. 71 of the quarry workers international union of
North America and employers of quarrymen; Apr. 1, 1905 —
Apr. 1, 1908,

No. 36, Jun., 1905, p. 145

ROCKPORT:

International union of quarry workers and the branches of Cape Ann
and employers; June 4, 1906 — Mar. 1, 1908,

No. 48, Apr., 1907, p. 244

RAILROAD FREIGHT AND BAGGAGEMEN:

BOSTON:

Boston & Maine Railroad Co., and the general board of adjustment
and arbitration of the brotherhood of railroad freight and baggage-
men of America; took effect June 12, 1906,

No. 43, Sep., 1906, p. 371

RAILWAY CARMEN:

New York, New Haven & Hartford Railroad Co. and car depart-
ment employees; May 1, 1906 — May 1, 1907,

No. 46, Feb., 1907, p. 117

SEAMEN:

BOSTON:

Coastwise transportation company and Atlantic coast seamen's
union for the port of Boston; took effect Feb. 10, 1904,

No. 34, Dec., 1904, p. 366

SHEET METAL WORKERS:

BOSTON:

Amalgamated sheet metal workers international alliance, local no. 17
and employers; June 1, 1905 — June 1, 1906,

No. 38, Dec., 1905, p. 335

Sheet metal workers union no. 17 and employers; Aug. 31, 1906 —
Aug. 31, 1908,

No. 47, Mar., 1907, p. 179

SHEET METAL WORKERS — *Con.*

LYNN:

- Sheet metal workers union no. 217 and employers of Lynn and vicinity; Sep. 2, 1904 — Sep. 2, 1905, ... No. 34, Dec., 1904, p. 372.
 Amalgamated sheet metal workers, local no. 217, and employers; Sep. 2, 1905 — Sep. 1, 1906, ... No. 38, Dec., 1905, p. 337

SIGN WRITERS AND PAINTERS:

BOSTON:

- Master sign painters and sign writers union no. 391 of Boston and vicinity; Jan. 1, 1904 — Jan. 1, 1905, ... No. 31, May, 1904, p. 146
 Master sign painters and sign writers no. 391 of Boston and vicinity; Jan. 1, 1905 — Apr. 1, 1906, ... No. 35, Mar., 1905, p. 49

STABLEMEN:

BOSTON:

- Employers and stablemen's protective union no. 10663; took effect Mar. 1, 1905, ... No. 32, Jul., 1904, p. 220

STATIONARY ENGINEERS, FIREMEN, AND ASSISTANTS:

BOSTON:

- United brotherhood of stationary engineers, firemen, and assistants assembly no. 1628, K. of L., ... No. 37, Sep., 1905, p. 208

STATIONARY ENGINEERS:

BROCKTON:

- Employers and stationary engineers, I. U. S. E., local no. 111; took effect Jan. 1, 1906, ... No. 40, Mar., 1906, p. 114

STEAM ENGINEERS:

QUINCY:

- Employers and international union of steam engineers, local no. 79; Apr. 1, 1903 — Apr. 1, 1905, ... No. 28, Nov., 1903, p. 171

STEAM, GAS, AND SPRINKLER PIPE FITTERS:

BROCKTON:

- Employers and local no. 316 of the united association of plumbers, gasfitters, steamfitters, and steamfitters helpers; July 1, 1905 — May 1, 1906, ... No. 37, Sep., 1905, p. 211
 Steam and gasfitters union no. 316 and employers; May 1, 1906 — May 1, 1907, ... No. 44, Dec., 1906, p. 502

STEAM SHOVEL, DREDGEMEN, ETC.:

BOSTON:

- Dredge contractors for Great Lakes and international brotherhood of steam shovel and dredge engineers and crane men of America, and international longshoremen, marine and transport workers association; Mar. 1, 1904 — Mar. 1, 1905, ... No. 34, Dec., 1904, p. 369

STREET RAILWAY EMPLOYEES:

- Boston and Northern Street Railway Co. and amalgamated association of street and electric railway employees of America, divisions nos. 238 of Lynn; 240 of Chelsea; 246 of Salem; 249 of Wakefield; 261 of Lawrence; 270 of Gloucester; and 280 of Lowell; June 1, 1906 — Oct. 1, 1910, ... No. 50, Jun., 1907, p. 351

TAILORS (CUSTOM):

BOSTON:

- Employing custom tailors and local union no. 223, united garment workers of America; Mar. 15, 1903 — Mar. 15, 1904, ... No. 28, Nov., 1903, p. 165

TEAMSTERS (GENERAL):

BOSTON:

- Master teamsters association and team drivers international union, local no. 25; Jan. 10, 1903 — Jan. 10, 1904, ... No. 28, Nov., 1903, p. 166
 International brotherhood of teamsters, local no. 25, and the master teamsters of Boston; Jan. 10, 1904 — Jan. 10, 1905, ... No. 30, Mar., 1904, p. 88
 International brotherhood of teamsters and helpers, local no. 25, and the master teamsters association; Jan. 10, 1905 — Jan. 10, 1906, ... No. 35, Mar., 1905, p. 50
 International brotherhood of teamsters and helpers no. 25 and master teamsters association; Apr. 2, 1906 — Apr. 2, 1907, ... No. 42, Jul., 1906, p. 292

TEAMSTERS (GENERAL) — *Con.***GLOUCESTER:**

Team drivers international union, local no. 266, and employers;
Apr. 6, 1903 — Apr. 6, 1904, ... No. 28, Nov., 1903, p. 167

HAVERHILL:

Employers and international brotherhood of teamsters, local no. 327
(teamsters, helpers, coal handlers, and mill hands), ... No. 36, Jun., 1905, p. 143

LYNN:

Team drivers international union, local no. 42, and employers;
Dec. 15, 1902 — Dec. 15, 1903, ... No. 28, Nov., 1903, p. 169

MALDEN:

Employing team drivers and team drivers international union, local
no. 314; Apr. 1, 1903 — Apr. 1, 1904, ... No. 28, Nov., 1903, p. 170

See also:

Carriage and cab drivers. *See also* Hack drivers.

Coal teamsters.

Express drivers.

Hack drivers.

Ice team drivers.

Lumber teamsters.

Market and commission house teamsters.

Piano and furniture movers and helpers.

Team drivers.

Transfer drivers.

THEATRICAL STAGE EMPLOYEES:**BOSTON:**

Managers of four local theatres and international alliance of theatrical stage employees; Nov. 1, 1903 — Nov. 1, 1908, ... No. 30, Mar., 1904, p. 89

TILE LAYERS:**BOSTON:**

Tile layers union no. 22, tile layers helpers union no. 36, and Boston tile dealers association; May 10, 1906 — May 10, 1907, ... No. 46, Feb., 1907, p. 114

TINSMITHS:**NORTH ADAMS:**

Master plumbers association and the journeymen tinsmiths union no. 133 of amalgamated sheet metal workers international alliance; Apr. 1, 1904 — Mar. 31, 1905, ... No. 34, Dec., 1904, p. 372

TRAINMEN. *See* Conductors, trainmen, and yardmen.**TRANSFER DRIVERS:****BOSTON:**

Transfer drivers and helpers union no. 612 and Armstrong Transfer Express Co.; Aug. 1, 1904 — May 1, 1906, ... No. 33, Sep., 1904, p. 251

WOODWORKERS. *See* Boxmakers.**YARDMEN. *See* Conductors, trainmen, and yardmen.**

APPENDIX V.

SPECIMEN FORM OF INQUIRY SENT TO SECRETARIES
OF LOCAL LABOR ORGANIZATIONS.*The Commonwealth of Massachusetts*

BUREAU OF STATISTICS

CONFIDENTIAL.

LABOR DIVISION

STATE HOUSE, BOSTON

Report for December 31, 1911.

NOTICE. — The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer to Inquiry No. 3 is "NO" this word should be written in so that we may know that the question has been considered by you, and if Inquiry No. 3 is answered "NO" the questions from No. 1 to No. 11 do not require any answer. In any case this schedule should be returned to this Bureau at your earliest convenience. Remarks with reference to any question may be written on the reverse side of this form.

1. City or town where your organization is located?.....
2. Name and local number of your organization?.....

AGREEMENTS.

3. Are the members of your local organization now working under a **written** agreement with employers or an employers' association?.....
If so, kindly answer the following inquiries:
4. Was this written agreement negotiated **directly** by your **local** organization or through a central body with which your local organization is affiliated?.....
5. If negotiated through a central body, kindly add the name of such body?.....
6. How many firms within the jurisdiction of your local organization have **signed** this written agreement?..... How many firms which declined to sign this written agreement have **verbally accepted** it?.....
7. How many firms which employ persons eligible to join your local organization have **not accepted** this written agreement?.....
8. When did your present written agreement go into effect?.....
9. When, according to its terms, will this written agreement expire?.....
10. Do the terms of your present written agreement vary in different shops or are they uniform for all shops?.....
11. Was your present written agreement adopted as a result of **direct negotiations** between your organization and the employers or as a result of **arbitration** (*i.e.*, a decision by a disinterested third party)?.....
12. Kindly enclose a copy of your present written agreement and working rules.

CONSTITUTION AND BY-LAWS.

13. The latest copy of the constitution and by-laws of your local union on file was received..... If you have a later edition kindly enclose a copy.

Date..... Information supplied by.....
 Official position.....
 Address.....



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